

ANNUAL EEO PUBLIC FILE REPORT

KTAB / KRBC

April 1, 2014 through March 31, 2015

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KTAB / KRBC

The information contained in this Report covers the time period beginning April 1, 2014 to and including March 31, 2015 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

Station(s) Comprising the Station Employment Unit: KTAB / KRBC

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Master Control Operator	04/24/2014	S	2	A-T
2	Account Executive	04/28/2014	W	3	A-R, W
3	Master Control Operator	05/21/2014	S	4	A-T
4	Telemundo Account Executive	06/02/2014	M	3	A-R,
5	Meteorologist / MMJ	06/02/2014	S	4	A, C-S
6	Brownwood MMJ	06/02/2014	W	4	A, C-R, W
7	Account Executive	06/04/2014	S	3	A-S
8	Telemundo MMJ	06/11/2014	Q	6	A, C-R
9	Account Executive	06/12/2014	S	3	A-S
10	Telemundo Producer / Director	06/23/2014	S	4	A, C-S
11	Associate Producer	06/25/2014	S	5	A, C-S
12	Receptionist	07/03/2014	S	3	A, C-S
13	Telemundo Anchor / Producer	07/07/2014	T	4	A, C-R, T
14	Account Executive	07/14/2014	S	3	A-S
15	Associate Producer	07/17/2014	L	5	A, C-R
16	Digital Media Manager	08/11/2014	S	3	A, C-S
17	Account Executive	08/11/2014	N	3	A-S, W
18	Associate Producer	08/11/2014	M	2	A, C-R
19	Account Executive	08/14/2014	W	3	A-S, W
20	Associate Producer	08/18/2014	S	2	A, C-S

21	e-Media Content Coordinator	08/19/2014	W	3	A, C-R, W
22	News Director	09/05/2014	A	7	A, C-S, W
23	Assignments Editor	09/18/2014	S	6	A, C-S
24	Account Executive	09/22/2014	A	2	A-R
25	MMJ	09/22/2014	A	2	A, C-R
26	Anchor / Producer	09/22/2014	A	3	A, C-S
27	News Photographer	10/01/2014	M	3	A, C-T
28	Morning Anchor	10/02/2014	S	3	A, C-S
29	KTAB 4 U Host	10/06/2014	A	3	A, C-S
30	Telemundo News Producer	10/13/2014	S	3	A, C-S
31	MMJ	10/20/2014	L	3	A, C-R
32	Administrative Assistant	10/31/2014	O	4	A, C-S
33	Associate Producer	12/01/2014	A	4	A, C-R
34	Account Executive	12/08/2014	S	3	A-S
35	MMJ	12/10/2014	L	3	A, C-R, W
36	MMJ	12/15/2014	S	4	A, C-S, U, W
37	Sales Assistant	12/23/2014	S	3	A, C-S
38	Sales Assistant	01/05/2015	S	3	A, C-S
40	Operations Manager	01/26/2015	L	4	A, C-R
41	Account Executive	02/04/2015	L	3	A-R
42	Weekend Meteorologist / MMJ	02/05/2015	Q	3	A, C-R
43	Weekend Meteorologist / MMJ	02/19/2015	W	3	A, C-R, W
44	Account Executive	02/23/2015	B	3	A-R, V
45	Account Executive	03/02/2015	S	3	A-S, V
46	Account Executive	03/16/2015	B	3	A-S

Total Number of Persons Interviewed During Applicable Period: 153

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

Station(s) Comprising the Station Employment Unit: KTAB / KRBC

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	KTAB/KRBC Internal Posting	Marian Zett	4510 South 14 th Street Abilene, TX 79605	325.691.2209	N	17
B	KTAB / KRBC Station Ad	Daryl Smith	4510 South 14 th Street Abilene, TX 79605	325.691.2227	N	7
C	Bigcountryhomepage.com	Todd White	4510 South 14 th Street Abilene, TX 79605	325.692.4242	N	7
D	KLST / K5AN	Sherri Scott	2800 Armstrong Blvd San Angelo, TX 76903	325.949.8800	N	
E	Abilene Christian University	Caleb Robinson & Cheryl Mann	ACU Box 27820 Abilene, TX 79699	325.674.2441	Y	
F	Angelo State University	Adra Enos	2601 W Avenue N San Angelo, TX 76909	325.942.2255	Y	
G	Cisco College	Sherry Burchell	101 College Heights Cisco, TX 76437	254.442.2597	Y	
H	Hardin Simmons University	Diana Salinas	2200 Hickory Street Abilene, TX 79601	325.670.1251	Y	
I	Howard College	Caryn Truitt	3501 N US Hwy 67 San Angelo, TX 76905	325.481.8300	Y	
J	McMurry University	James Greer	South 14 th / Sayles Blvd Abilene, TX 79697	325.793.3800	Y	

K	Media Line	Mark Shilstone	Box 51909 Pacific Grove, CA 93950	800.237.8073	N	
L	Nexstar.tv	VIA: Hirecentric	545 E John Carpenter Freeway, Suite 700 Irving, TX 75062	972.373.8800	N	18
M	TAB	Theresa McAnally	502 E 11St Suite 200 Austin, TX 78701	512.322.9944	N	12
N	Texas Tech University	Career Mgmt Ctr.	Texas Tech University Lubbock, TX 79409	806.742.2210	Y	2
O	Texas Workforce Center	Jerry Peters	400 Oak Street Abilene, TX 79602	325.795.4200	Y	3
P	TSTC West Texas	Nick Alvarado & Julie Humphrey	300 Homer K Taylor Dr. Sweetwater, TX 79556 / 650 E Hwy 80 Abilene TX	325.235.7300 325.672.7091	Y	
Q	TVJobs.com	Mark C Holloway	PO Box 4116 Oceanside, CA 92052	760.754.8177	N	33
R	University of North Texas	Career Center	1155 Union Circle 311010 Denton TX 76203	940.565.2705	Y	
S	Employee Referral	NONE	NONE	NONE	N	40
T	FACEBOOK	NONE	NONE	NONE	N	2
U	Phone Inquiry	NONE	NONE	NONE	N	1
V	Walk In	NONE	NONE	NONE	N	2
W	Word of Mouth	NONE	NONE	NONE	N	9

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

Station(s) Comprising the Station Employment Unit: KTAB / KRBC

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by: KTAB / KRBC

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Station personnel participated in the Hot Dog I Got a Job Youth Fair on April 3, 2014. This event is hosted by Workforce Solutions of West Central Texas.
2	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Station personnel participated in the McMurry University's Part-time and Internship Job Fair on September 11, 2014.
3	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Station personnel participated in the Veterans Job Fair on November 13, 2014. This event is hosted by Workforce Solutions of West Central Texas.
4	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Station personnel participated in the Hot Dog I Got a Job Youth Fair on March 18, 2015. This event is hosted by Workforce Solutions of West Central Texas.