

ANNUAL EEO PUBLIC FILE REPORT

KFDX / KJTL

April 1, 2013 through March 31, 2014

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):

KFDX / KJTL

The information contained in this Report covers the time period beginning April 1, 2013 to and including March 31, 2014 (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, 2013 through March 31, 2014

Station(s) Comprising the Station Employment Unit: (KFDX / KJTL)

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	Morning News Producer	4/21/2013	BB	3	A-D, F-DD
2	Reporter	5/15/2013	D	3	A, C-D, F-DD
3	News Producer	6/17/2013	BB	2	A-D, F-DD
4	E-Media Account Executive	7/1/2013	DD	3	A-BB, DD
5	News Production Manager	8/15/2013	BB	3	A, C-D, F-BB, DD
6	Photojournalist (3 Hires)	9/24/2013	D, D, D	5	A-DD
7	Account Executive	11/1/2013	BB	2	A-DD
8	Master Control Operator	1/11/2014	A	4	A-DD

Total Number of Persons Interviewed During Applicable Period: 25

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2013 through March 31, 2014

Station(s) Comprising the Station Employment Unit: (KFDX / KJTL)

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	In-House Posting	Stephanie Reed	4500 Seymour Highway Wichita Falls, TX 76309	940-691-0003	N	2
B	Texomashomepage.com	Vinh Truong	4500 Seymour Highway Wichita Falls, TX 76309	940-691-0003	N	2
C	Nexstar Broadcasting, Inc. Corporate Website	Terri Bush	545 E. John Carpenter Freeway Suite 700 Irving, TX 75062	972-373-8800	N	2
D	TVJobs.com	Self Service	n/a	n/a	N	8
E	Times Record News	Deanna Orr	1301 Lamar Wichita Falls, TX 76301	940-761-5151	N	2
F	Glenda Galvez Realty	Glenda Galvez	3606 Grant Street Wichita Falls, TX 76309	940-692-9002	N	0
G	Mrs. Louise Hunter	Louise Hunter	611 Flood Street Wichita Falls, TX 76301	940-766-2650	N	0
H	Cameron University	Mark Norman	2800 W. Gore Lawton, OK 73505	580-581-2249	N	0
I	82 MSS/DPF	Tom Garey	718 I Avenue SAFB, TX 763110	940-692-6247	N	0
J	Midwestern State University	Career & Testing	3410 Taft Blvd.	940-397-4473	N	0

		Services	Wichita Falls, TX 76308			
K	Vernon Regional Jr. College	Clara Garza	4105 Maplewood Ave. Wichita Falls, TX 76308	940-696-8752	N	0
L	North Texas Rehab Center	Cindy Duncan	1005 Midwestern Pkwy Wichita Falls, TX 76302	940-322-0771	N	0
M	The Leadership Institute	Darcy Goldwaite	Steve P.J. Wood Bldg. 1101 N. Highland St. Arlington, VA 22201	703-247-2000	N	0
N	Work Services Corp.	Attn: Personnel	3401-A Armory Rd. Wichita Falls, TX 76302	940-322-1801	N	0
O	Workforce Center of North Texas	Attn: Personnel	4309 Jacksboro Hwy Wichita Falls, TX 76302	940-322-1801	N	0
P	Fort Sill Army Base	Civilian Personnel Office	Building 1721 Fort Sill, OK 73503	580-248-7009	N	0
Q	Eastside Ministerial Alliance	Thomas Simon	#6 Bristol Lane Wichita Falls, TX 76303	940-766-1972	N	0
R	MSU Communications Dept.	Dr. Jim Sernoe	3410 Taft Blvd Wichita Falls, TX 76308	940-397-4242	N	2
S	Broadcast Journalism Dept.	Mr. Don Edwards	215 University Place Syracuse, NY 13244	315-443-2302	Y	0
T	Oklahoma State University	Dr. Paul Smeyak	206 Paul Miller Bldg. Stillwater, OK 74078	405-744-5253	N	0
U	National Assoc. of Hispanic journalists	Attn: Career Placement	1000 National Press Bldg. 529 14 th St., NW Washington, DC 20045	202-662-7145	N	0
V	Hispanic Link News Service	Attn: Career Placement	1420 N. Street NW Washington, DC 20005	202-234-0280	N	0
W	National Black MBA Assoc.	Attn: Career Center	180 N. Michigan Ave. Suite 1515 Chicago, IL 60601	312-236-2622	N	0
X	NATAS Office	None	612 Cliff View Court Rockwall, TX 75087	214-941-3669	N	0
Y	Native American Journalists	None	555 N. Dakota	605-677-5282	N	0

	Assoc.		Vermillion, SD 57069			
Z	University of North Texas	Placement Coordinator	Department of Radio, Television & Film P. O. Box 310589 Denton, TX 76203-0589	940-565-2105	N	2
AA	United Negro College Fund	None	1500 N. Lombardy Suite #CD Richmond, VA 23220-1711	800-331-2244	N	0
BB	Employee Referral	None	None	None	N	4
CC	MediaLine.com	Self Service	n/a	n/a	N	0
DD	Job Fairs - Miscellaneous	n/a	n/a	n/a	N	1

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2013 through March 31, 2014

Station(s) Comprising the Station Employment Unit: (KFDX / KJTL)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by (KFDX / KJTL)

	Recruitment Initiative	Description
1	Participation in events or programs related to career opportunities in broadcasting sponsored by educational institutions	Our News Director and one of our Reporters spoke to the Journalism classes at Wichita Falls High School on April 19, 2013. The students were informed of the types of jobs available at our stations. They were also informed of some of the internships available. There were approximately 60 students in attendance.
2	Participation in events or programs related to career opportunities in broadcasting sponsored by educational institutions	On October 16, 2013, our News Director spent 2 ½ hours interacting with the Journalism students at Midwestern State University. During his time there, the students got input on class projects, the Campus Watch program and discussed the broadcasting career choices available to them at our stations. There were approximately 20 students and their instructors in attendance.
3	Participation in events or programs related to career opportunities in broadcasting sponsored by educational institutions	On November 12, 2013, our News Director participated in the MSU Mass Communications' Department Career Training Program. He conducted mock interviews with students and helped them by critiquing their resume tapes. There were approximately 15 students participating.
4	Participation in events or programs related to career opportunities in broadcasting sponsored by educational institutions	On April 10, 2013, we hosted Youth Leadership Wichita Falls. There were approximately 40 students and their leaders in our studio to observe our Noon newscast. Afterwards, our News Director, Morning/Noon Meteorologist, Anchor and A.M. News Producer spoke with the students about the different career opportunities at our stations and had a Q&A session. The students also toured our facility.

5	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	On May 1, 2013, our General Manager, Director of Sales and News Director manned a booth at the Work Hard Work Smart Job Fair at Sikes Senter Mall. They had hand-outs available with summaries of all job opportunities that are available at our stations. This event was free to the public so it was well attended.
6	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On March 31, 2014, hiring managers participated in an FCC EEO Primer conducted by our corporate Associate Counsel & HR Director to heighten our understanding of the rules and to improve our performance as reporting entities. Department Heads attending were News Production Manager, News Director, Executive Services Administrator (HR duties), Local Sales Managers, Director of Sales and Chief Engineer.