

ANNUAL EEO PUBLIC FILE REPORT

KMID-TV

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):

KMID

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.

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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: KMID

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	Account Executive	5/22/13	P	2	A,E,F,G,P,W
2	Account Executive	5/13/13	S	1	E,F,I,Z,S
3	Account Executive	6/27/13	S	1	E,I,Z,S
4	Account Executive	5/13/13	S	1	E,F,I,Z,S
5	Account Executive	5/13/13	S	1	E,I,Z,S
6	Account Executive	1/6/14	S	1	E,F,I,M,S,X,Z
7	Account Executive	9/3/13	S	1	E,K,L,I,M,Q,R,S,T,U,Z
8	Creative Services Assistant	1/21/14	T,V	1	I,T,V
9	MCO	4/15/13	N	3	F,I,N
10	MCO	2/14/14	S	6	E,H,K,L,M,Q,R,S,U,Z
11	News Director	11/13/13	E	3	E,G,H,K,L,J,M,O,Q,R,U,Z
12	Production AM Graphics	10/7/13	S	3	F,I,S
13	Production Assistant	5/8/13	E	4	E,H,K,L,M,Q,R,U
14	Production Assistant	6/13/13	X	3	X
15	Production Morning Camera	10/22/13	S	1	I,S
16	Production Morning Camera	2/10/14	E	3	E,F,H,K,L,M,Q,R,U,Z
17	Production PM Graphics	9/2/13	S	1	F,I,S
18	Promotions Assistant	1/14/14	T,V	1	T,V

19	Reporter	1/6/14	H	4	E,H,K,L,M,Q,R,U,Z
20	Reporter	7/31/13	I,T	1	I,T
21	Reporter/Photographer	12/17/13	G	4	G,K,L,M,Q,R,U,Z
22	Sports Reporter	8/21/13	G	4	G,H,M,N,Q,R,U
23	Web Content Manager	2/4/13	S	1	P,R,S,W
24	Weekend Anchor	4/18/13	S	3	S,G
25	Weekend Meteorologist/Reporter	7/29/13	G	3	G

Total Number of Persons Interviewed During Applicable Period: 57

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: KMID

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	Midland Reporter Telegram	Retha Maxey	201 E Illinois Midland, Tx 79701	432-687-8827	N	0
B	Odessa College	Website	201 W. University Odessa, Tx 79764	432-335-6433	N	0
C	Midland College	Website	3600 N. Garfield Midland, Tx 79705	432-685-5524	N	0
D	UTPB	Website	4901 E University Odessa, Tx 79762	432-552-2633	N	0
E	Nexstar Website	Terri Bush	545 E. John Carpenter Freeway # 700 Irving, Tx 75062	972-373-8800	N	6
F	Permian Basin 360.com	Heather Trevino	3200 LaForce Blvd Midland, Tx 79711	432-563-2222	N	0
G	TV.Jobs	N/A	Website	N/A	N	11
H	Indeed.com	N/A	Website	N/A		4
I	KMID Breakroom				N	1
J	Texas Association of Broadcasters	N/A	Website	N/A	N	0

K	Glassdoor.com	N/A	Website	N/A	N	0
L	Jobble.com	N/A	Website	N/A	N	0
M	Simplyhired.com	N/A	Website	N/A	N	0
N	Craigslist	N/A	Website	N/A	N	3
O	Monster.com	N/A	Website	N/A	N	0
P	Career Fair	Heather Trevino	3200 LaForce Blvd Midland, Tx 79711	N/A	N	2
Q	Recruit.net	N/A	Website	N/A	N	0
R	Trovit	N/A	Website	N/A	N	0
S	Employee Referral	NONE	NONE	NONE	N	22
T	Internal	N/A			N	3
U	Twitter Job Watch	N/A	Website	N/A	N	0
V	Promotion	N/A		N/A	N	2
W	Odessa Jobs	N/A	Website	N/A	N	0
X	KMID TV Recruitment Ad	N/A		N/A	N	3
Y	Texas Workforce Comm.	Website	Website	800-252-3642	N	0
Z	Hirecentric	Website	Website	N/A	N	0

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: KMID

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

	Recruitment Initiative	Description
1	Hosting at least one Job Fair	KMID hosted a career fair on April 8, 2013 from 10am-2pm at the Midland Center downtown Midland. Thirty-one businesses were set up to recruit from the Permian Basin. This event was organized solely by KMID-TV & Permian Basin 360.com and was heavily promoted on air and on our digital platform Permianbasin360.com. The entire station's management team was extensively involved in the planning and execution of the event.
2	Hosting at least one Job Fair	KMID hosted a career fair on October 2, 2013 from 10am-2pm at the Midland Center downtown Midland. Thirty-six businesses were set up to recruit from the Permian Basin. This event was organized solely by KMID-TV & Permian Basin 360.com and was heavily promoted on air and on our digital platform Permianbasin360.com. The entire station's management team was extensively involved in the planning and execution of the event.
3	Hosting at least one Job Fair	KMID hosted a career fair on March 25, 2014 from 10am-2pm at the Midland Center in downtown Midland, Approximately 35 businesses set up to recruit from the Permian Basin. This even is solely organized by KMID-TV & Permian Basin 360.com and was heavily promoted on air and on our digital platform Permianbasin360.com. The entire station's management team was involved in the

		planning and execution of the even.
4	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Once a quarter, HCM leads all Nexstar GM's in a one hour phone conference. Each session focuses on key areas of recruitment, training, hiring new personnel retention of existing personnel, communication and promoting diversity in the workplace. General Manager and Sales Manager participate each quarter.