

# ANNUAL EEO PUBLIC FILE REPORT

KPEJ

**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):

KPEJ

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: KPEJ

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	National Sales Assistant	6/2/14	I	8	I, L, G, K, Y, R, S, A, T, B, U
2	Production Manager	8/4/14	P	6	I, L, P, G, S, T, R, A, B
3	Master Control	8/4/14	L	9	I, L, K, H, U, R, S, T, Y, B, A
4	Account Executive	9/17/14	I	8	L, P, I, B, Y, A, K, U, R, T, S
5	Master Control	10/3/14	L	6	L, P, B, Y, A, K, U, R, T, S
6	Local Sales Manager	2/23/15	I	5	D, I, P, C, J, E, F, M, O, Q, V

Total Number of Persons Interviewed During Applicable Period: 42

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: KPEJ

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	American Commercial College	N/A	5119 Twin Towers Odessa, Texas 79762	432-362-6768	N	0
B	Black Chamber of Commerce	N/A	700 N. Grant Odessa, Texas 79761	432-332-9111	N	0
C	Glassdoor.com	N/A	Website	N/A	N	0
D	Hirecentric	Rachel Anderson	545 E. John Carpenter Fwy #700 Irving, Tx	972-373-8800	N	2
E	Job Inventory	N/A	Website	N/A	N	0
F	Jooble	N/A	Website	N/A	N	0
G	Midland College	N/A	3600 N. Garfield Midland, Tx 79701	432-685-5524	N	0
H	Midland Hispanic Chamber Of Commerc	N/A	208 S. Marienfeld Midland, Texas 79701	432-682-2960	N	0
I	Monster Jobs	Website	Hiring.monster.com	N/A	N	16
J	Nexstar Website	Rachel Anderson	545 E. John Carpenter Fwy #700 Irving, Tx	972-373-8800	N	0
K	Odessa College	N/A	201 W. University Odessa, Texas 79764	432-335-6400	N	0
L	On Air Advertising	Tina Plumlee	1550 W I-20 Odessa, Texas 79763	432-580-0024	N	11

M	Oodle.com	N/A	Website	N/A	N	0
N	Permianbasin360.com	Katie Weldon	3200 LaForce Blvd Midland, Texas 79711	432-563-2222	N	0
O	Recruit.net	N/A	Website	N/A	N	0
P	Referral	N/A	N/A	N/A	N	7
Q	Simplyhired.net	N/A	Website	N/A	N	0
R	Sul Ross University	N/A	400 N. Harrison Alpine, Texas 79832	432-837-8011	N	0
S	TEC	N/A	Website	N/A	N	0
T	Texas St. Technical College	N/A	3801 Campus Dr Waco, Texas 76705	800-792-8784	N	0
U	Texas Tech University	N/A	2500 Broadway Lubbock, Texas 79409	347-694-8481	N	0
V	Trovit	N/A	Website	N/A	N	0
W	Twitter Job Watch	N/A	Website	N/A	N	0
X	University of the Permian Basin	N/A	4901 E University Odessa, Texas 79762	432-552-2020	N	0
Y	Internal	Tina Plumlee	1550 W I-20 Odessa, Texas 79763	432-580-0024	N	2
Z	Odessa American	N/A	222 E. 4 <sup>th</sup> Odessa, Texas 79761	432-337-6262	N	2
AA	Walk-Ins	N/A	1550 W I-20 Odessa, Texas 79763	432-580-0027	N	2

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: KPEJ

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KPEJ

	Recruitment Initiative	Description
1	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The station's Business Manager participated in a FCC EEO rules and regulations training program presented by Nexstar's Associate Counsel/HR Director; program requirements were analyzed and discussed, including recruiting (wide dissemination, notice to community groups, supplemental initiatives), recordkeeping, and reporting requirements.
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	Station hiring managers attended the career fair at Midland College on April 16, 2014; this was a high-traffic event that featured over 60 employers from the region.