

# ANNUAL EEO PUBLIC FILE REPORT

**KFDX-TV**

**April 1, 2016 through March 31, 2017**

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-TV

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017 (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 (“SEU”) 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, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KFDX-TV

Section 1: Vacancy Information

	<b>Full-Time Positions Filled by Job Title</b>	<b>Date Filled</b>	<b>Recruitment Source of Hiree</b>	<b>Number of Applicants Interviewed</b>	<b>Recruitment Sources Utilized</b>
1	Sales Account Executive	5/2/16	DD	1	A-D, H, L, DD-EE
2	Reporter	5/11/16	D	2	A-D, F, H, FF-HH
3	Assignment / Web Producer	5/18/16	H	3	A-D, H, J
4	News Photographer	5/30/16	C	3	A-D, H, EE
5	News Anchor	6/9/16	D	2	A-D, F, H, EE-HH
6	Creative Services Director	9/6/16	H	4	A-D, H, J, EE
7	I.T. Engineer	9/6/16	CC	2	A-D, H, J, CC, EE
8	Sales Account Executive	9/20/16	J	2	A-D, H, L, CC, EE
9	Sales Account Executive	9/26/16	L	2	A-D, H, L, CC, EE
10	News Photographer / MMJ	10/17/16	H	3	A-D, H, DD, EE
11	Master Control Operator	11/12/16	H	3	A-D, H, J

	<b>Full-Time Positions Filled by Job Title</b>	<b>Date Filled</b>	<b>Recruitment Source of Hiree</b>	<b>Number of Applicants Interviewed</b>	<b>Recruitment Sources Utilized</b>
12	Creative Services Assistant	12/14/16	H	1	A-D, H, EE
13	News Photographer / MMJ	1/3/17	D	3	A-D, H, J
14	Reporter	1/23/17	J	3	A-D, F, H, J, FF-HH
15	Photographer	1/30/17	D	3	A-D, H, EE
16	News Producer	1/30/17	H	4	A-D, H, J, EE
17	Meteorologist	1/30/17	H	2	A-D, H, J
18	Sales Account Executive	2/20/17	J	1	A-D, H, J
19	News Anchor	2/26/17	J	3	A-D, H, J, DD, EE
20	Photographer	3/13/17	H	3	A-D, H, J
21	Creative Services Assistant	3/20/17	H	4	A-D, H, J, EE

Total Number of Persons Interviewed During Applicable Period: 54

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KFDX-TV

Section 2: Recruitment Source Information

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
A	In-House Posting	Stephanie Reed	4500 Seymour Highway Wichita Falls, TX 76309	940-691-0003	N	0
B	Texomashomepage.com	Vinh Truong	4500 Seymour Highway Wichita Falls, TX 76309	940-691-0003	N	0
C	Nexstar Broadcasting, Inc. Corporate Website	Terri Bush	545 E. John Carpenter Freeway, Suite 700 Irving, TX 75062	972-373-8800	N	10
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	0
F	Midwestern State University	Career & Testing	3410 Taft Blvd Wichita Falls, TX 76308	940-397-4473	N	0
G	University of North Texas	Placement Coordinator	Dept. of Radio, Television & Film P. O. Box 310589 Denton, TX 76203-0589	940-565-2105	N	0
H	Employee Referral	N/A	N/A	N/A	N	23
I	Medialine.com	Self Service	N/A	N/A	N	0
J	Job Fairs – Miscellaneous	N/A	N/A	N/A	N	8

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
K	Craigslist.com	N/A	N/A	N/A	N	0
L	T.V. Commercial Schedule	Britt Milstead	4500 Seymour Highway Wichita Falls, TX 76309	940-691-0003	N	2
M	Cameron University	Career Placement	2800 W. Gore Lawton, OK 73505	580-581-2249	N	0
N	82 MSS/DPF	N/A	718 I Avenue SAFB, TX 76310	940-692-6247	N	0
O	Vernon Regional Junior College	Career Dept.	4105 Maplewood Ave. Wichita Falls, TX 76308	940-696-8752	N	0
P	The Leadership Institute	N/A	Steve P.J. Wood Bldg. 1101 N. Highland St. Arlington, VA 22201	703-247-2000	N	0
Q	Work Services Corporation	Attn: Personnel	3401-I Armory Rd. Wichita Falls, TX 76302	940-766-3207	N	0
R	Workforce Center of North Texas	Attn: Personnel	4309 Jacksboro Hwy. Wichita Falls, TX 76302	940-322-1801	N	0
S	Fort Sill Army Base	Civilian Personnel Office	Building 1721 Fort Sill, OK 73503	580-248-7009	N	0
T	Eastside Ministerial Alliance	N/A	#6 Bristol Lane Wichita Falls, TX 76303	940-766-1972	N	0
U	Broadcast Journalism Dept.	N/A	215 University Place Syracuse, NY 13244	315-443-2302	N	0
V	Oklahoma State University	Journalism Dept.	206 Paul Miller Building Stillwater, OK 74078	405-744-5253	N	0
W	National Assoc. of Hispanic Journalists	Attn: Placement Center	1000 National Press Bldg 529 14 <sup>th</sup> St., NW Washington, DC 20045	202-662-7145	N	0
X	Hispanic Link News Service	Attn: Career Placement	1420 N. Street NW Washington, DC 20005	202-234-0280	N	0

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
Y	National Black MBA Assoc.	Attn: Career Placement	180 N. Michigan Ave. Suite 1515 Chicago, IL 60601	312-236-2622	N	0
Z	NATAS Office	N/A	612 Cliff View Court Rockwall, TX 75087	214-941-3669	N	0
AA	Native American Journalists	N/A	555 N. Dakota Vermillion, SD 57069	605-677-5282	N	0
BB	United Negro College Fund	N/A	1500 N. Lombardy Suite #CD Richmond, VA 23220	800-331-2244	N	0
CC	LinkedIn.com	Self Service	N/A	N/A	N	1
DD	CareerBuilder.com	Self-Service	N/A	N/A	N	2
EE	Facebook	Self-Service	N/A	N/A	N	0
FF	Arizona State University	Mark Lodato	555 N. Central Ave Phoenix, AZ 85004	855-278-5080	N	0
GG	University of Central Oklahoma	Desiree Hill	100 N. University Dr. Edmond, OK 73034	405-974-2000	N	0
HH	University of Oklahoma	Mike Boettcher	395 W. Lindsey Room 3000 Norman, OK 73019	405-325-2721	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KFDX-TV

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

	<b>Recruitment Initiative</b>	<b>Description</b>
1	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions.	On May 12, 2016, the KFDX Director of Sales, Chief Engineer and Local Sales Manager participated in the 5 <sup>th</sup> Annual Workforce Solutions Job Fair at Sikes Senter Mall. Hand-outs were available that summarize all career opportunities that are available at our facility. This event was free to the public and was well attended.
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions.	On November 10, 2016, the News Production Manager participated in the Red, White & You Hiring Fair sponsored by Workforce Solutions. This event was geared toward helping veterans, service members and their spouses connect with Texas employers. There was no cost for veterans, participants or employers. This event was well attended.
3	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station hosted two interns (from Midwestern State University) in the Summer 2016 semester and one intern (from University of Oklahoma) in the Spring 2017 semester.
4	Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies);	The station sends most, if not all vacancy notices to the Texas Workforce Commission, which is a statewide job bank that promotes outreach across many industries and professions.