

KWES-TV/KWAB-TV/KTLE-LP/KTXC-FM

EEO PUBLIC FILE REPORT

December 1, 2015 to March 31, 2016

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I. VACANCY LIST

Pursuant to 47 CFR 73.2080(c)(6), the reporting period covered by this report commences December 1, 2015

See **Master Recruitment Source List** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News/Content Specialist	39, 41, 42	39, 39
Meteorologist/Reporter	1-25, 27, 28, 30, 31, 34, 35, 37, 39, 41, 42	37
Digital Content Producer	37, 41, 42	37
Account Executive	37, 41, 42	37, 43
Assistant News Director	37, 41, 42	37
Multimedia Journalist	26, 29, 36, 42	37

*This report was timely filed on March 31, 2016 and updated on 03/30/2017 to make clerical changes.

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II. MASTER LIST OF RECRUITMENT SOURCES

**Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing Address</u>	<u>Email Address/Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	Alabama State University	Ella Tucker	915 S Jackson St Montgomery, AL	etucker@alasu.edu	334-229-4156	
2	Amarillo College	Don Abel	PO Box 7447 Amarillo, TX 797179	ddabel@actx.edu	806-371-5298	
3	American Broadcasting School	Michelle McConnell	712 W. Watson Rd. Arlington, TX 76011	michelle@radioschool.com	817-685-2474	
4	Angelo State University	Julie Ruthenbeck	ASU Station #11026 San Angelo, TX 76909	career.development@angelo.edu	325-942-2255	
5	Baylor University	Michelle Mcohenour	One Bear Place #97036 Waco, TX 767	hireabear@baylor.edu	254-710-8666	
6	Eastern New Mexico University	Susan Larson	ENMU Station # 34 Protales, New Mexico 88130	careerandcounseling.intern@enmu.edu	505-562-1011	
7	Laredo Community College	Gloria Perez	West End Washington Street Laredo, TX 78040	gloria.perez@laredo.edu	956-721-5135	
8	Lubbock Christian University	Sheila Dye	5601 19th St. Lubbock, TX 79423	sheila.dye@lcu.edu	806-720-7215	
9	Midland College	Lupe Daniels	3600 N Garfield Midland, TX 79705	ldaniels@midland.edu	432-685-4716	
10	Midwestern State University	Sara Ward	3410 Taft Wichita Falls, TX 79701	careermanagement@mwsu.edu	940-397-4407	
11	Odessa College	Chip Carlson	201 W University Odessa, TX 79764	pmartinez@odessa.edu	432-335-6853	
12	Oklahoma State University	Career Services	3600 Student Union Stillwater, OK 74078	careers@okstate.edu	405-744-2242	
13	San Antonio College	Brittany Claus	1300 San Pedro Ave San Antonio, TX 78212	bclaus1@alamo.edu	210-785-6021	
14	Southerwestern University	Roger Young	PO Box 770 Georgetown, TX 79627	career.services@southwestern.edu	512-863-6511	
15	Sul Ross University	J Rueb	UC 211C Box C-171 Alpine, TX 79832	jrueb@sulross.edu	432-837-8178	
16	Tarleton State University	Shannon M	Box T550 Stephenville, TX 76402	careers@tarleton.edu	254-968-9078	
17	Texas A&M University	Tina Boitnott	PO Box 3011 Commerce, TX 75429	tina.boitnott@tamuc.edu	903-886-5014	
18	Texas Tech University	Amanda Perez	Box 43082 Lubbock, TX 78666	ac.perez@ttu.edu	806-742-6500	
19	United Methodist Church	Robin Combs	4910 Cobbs Dr. Waco, TX 76710	wesleyumc2007@sbcglobal.net	254-754-1822	
20	University of Central Oklahoma	Beth Waddleow	100 N University Dr. Box 128 Edmond, OK 73034	careers@uco.edu	405-974-3346	
21	University of North Texas	Dan Naegeli	PO Box 310859 Denton, TX 76203	careercenter@unit.edu	940-565-2105	
22	University of Texas Austin	Christina Worle	1 University Station Austin, TX 78712	ccsmain@austin.utexas.edu	512-417-9421	
23	University of Texas El Paso	George Barton	500 W. University 103 W Union Blvd El Paso, TX 79902	careers@utep.edu	915-747-5640	
24	University of Texas Permian Basin	Tony Love	4901 E. University Blvd. Odessa, TX. 79762	careerservices@utpb.edu	432-552-3634	
25	West Texas A&M	Leigh Browning	WTAMU Box 60747 Canyon, TX. 79016	lbrowning@mail.wtamu.edu	806-651-2412	
ADDITIONAL SOURCES						

26	Asian American Journalist Association			www.aaja.org		
27	Cen-Tex Hispanic Chamber	Sonia Fuentes	501 Franklin Ave Ste. 806 Waco, TX 76701	soniaf@wacohispanicchamber.com	254-754-7111	
28	Illinois Center for Broadcasting	Carl Jackson	455 Eisenhower Ln. S #200 Lombard, IL 60148	cjackson@beonair.com	630-916-1700	
29	LinkedIn	Donna Tadlock		www.linkedin.com		1
30	Midland Chamber of Commerce Economic Development	Amber	109 N Main Midland, TX 79701	amber@midlandhcc.com	432-686-3571	
31	Midland Workforce	Graciela Cheauma	3510 N. A St. Bldg. A Midland, TX 79705	graciela.sanmiguelcheauma@twc.state.tx.us	432-685-8336	
32	My Next Job Spot			www.mynextjobspot.com		
33	Native American Journalist Association	Rebecca Landsberry		rebeccalandsberry@naja.com		
34	Texas Association of Broadcasters	Craig Bean	502 E. 11th St. Ste. 200 Austin, TX 78701	craig@tab.org		2
35	TSTC Abilene	Julia Humphrey	650 E. HW 80 Abilene, TX 79602	julia.humphrey@tstc.edu	325-734-3612	
36	TV Jobs.com			www.tvjobs.com		1
KWES SOURCES						
37	Referrals	Employees, Clients, Vendors, Etc.				6
38	Internal Transfers					
39	Facebook					
40	Television Ad					2
41	Job Fairs					2
42	Station Website					9
43	Walk-In					1
TOTAL:						24

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SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 22, 2016

Describe Nature of Initiative:

TAB Career Expo at San Antonio College

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended a career fair at San Antonio College. Spoke with attendees about current full time Job opportunities and internship opportunities. Collected resumes.

Names of Station Personnel involved in Initiative:

Diana Gonzalez- Business Office Coordinator
Veronica Herrera- News Operations Manager

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SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 31, 2016

Describe Nature of Initiative:

UTPB Spring Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended a job fair at the University of Texas of the Permian Basin. Spoke with attendees about current full time job opportunities and internship opportunities. Collected resumes.

Names of Station Personnel involved in Initiative:

Diana Gonzalez- Business Office Coordinator
Veronica Herrera- News Operations Manager
James Doughty- News Director
Rene Santana- General Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Full-time job postings on minority website

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

All job postings are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

Asian American Journalist Association (AAJA)

Names of Station Personnel involved in Initiative:

Diana Gonzalez – Business Office/EEO Coordinator

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Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

KWES, LLC Station Tours

KWES, LLC employees speak about what their job entails and answer questions about what it is like to work in Broadcast Television.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Station tour given to groups of the Crane ISD.

Names of Station Personnel involved in Initiative:

James Doughty – News Director
Damien Lee Lodes – Chief Meteorologist
Victor Lopez - Anchor
Caitlin Williams - Anchor

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Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

KWES, LLC personnel speaking engagements

KWES, LLC employees speak at various events throughout the year, as well as emcee/host events.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

James Doughty was speaker at Upward Bound Program at Midland College.

Chief Meteorologist Damien Lee Lodes: Meteorology; Speaker at:

12/7 Lamar Elementary, Midland
12/8 Emerson Elementary, Midland
12/8 Burnet Elementary, Midland
12/9 Crockett Elementary, Midland
12/9 Pease Elementary, Midland
12/9 Henderson Elementary, Midland
12/10 Bowie Elementary, Midland
12/10 Scharbauer Elementary, Midland
12/10 Greathouse Elementary, Midland
12/11 Travis Elementary, Midland
12/11 Fasken Elementary, Midland
12/11 Long Elementary, Midland
12/11 Fannin Elementary, Midland
12/17 Parker Elementary, Midland
2016

2/22 Dowling Elementary, Odessa
2/23 Gonzales Elementary, Odessa
2/24 Burleson Elementary, Odessa
2/25 Ross Elementary, Odessa
2/26 Pease Elementary, Odessa
2/29 Cavazos Elementary, Odessa
3/1 Zavala Elementary, Odessa
3/2 Noel Elementary, Odessa
3/3 Santa Rita Elementary, Odessa
3/14 Cameron Elementary, Odessa
3/15 Burnet Elementary, Odessa
3/16 Travis Elementary, Odessa
3/16 Bonham Elementary, Midland
3/18 Goliad Elementary, Odessa
3/21 Midland Christian School
3/23 Fannin Elementary, Midland
3/24 Fannin Elementary, Midland
3/28 Burnet Elementary, Midland

Names of Station Personnel involved in Initiative:

Damien Lee Lodes – Chief Meteorologist

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

One hour public affairs show for West Texas.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On-air talent Johnnie Lou Boyd has hosted West Texas View for 25 years.

PSA PROGRAMS

January 2016

(weekly from 5:30 – 6:00 a.m.)

PROGRAM: WEST TEXAS VIEW

DATE AIRED: January 3, 2015

LENGTH: 30 MIN

GUEST NAMES: Scott Jones, Director of Economic Development

ORGANIZATION: Odessa Chamber of Commerce

PURPOSE OF THE ORGANIZATION: To support and enhance the business community and economic development

PROGRAM DESCRIPTION: Discussing the accomplishments of the past year in Odessa and Ector County business development and look ahead

PROGRAM: WEST TEXAS VIEW

DATE AIRED: January 10, 2016

LENGTH: 30 MIN

GUEST NAMES: Sharon Humphrey, VP,

ORGANIZATION: Permian Basin Opera

PURPOSE OF ORGANIZATION: To provide classical theater and operatic performances

DESCRIPTION OF PROGRAM: Discuss a partnership between Midland College and PB Opera in providing a class in opera appreciation.

PROGRAM: WEST TEXAS VIEW

DATE AIRED: January 17, 2016

LENGTH: 30 MIN

GUEST NAMES: Bobby Burns – Pres. MC of C, Nelwyn Barnett – Membership Director

ORGANIZATION: Midland Chamber of Commerce

PURPOSE OF ORGANIZATION: To enhance, support business and industry, and to work toward the economic development of Midland

DESCRIPTION OF PROGRAM: Discussion of the Chamber structure and work and how it is a member run organization. How to get involved.

PROGRAM: WEST TEXAS VIEW

DATE AIRED: January 24, 2016

LENGTH: 30 MIN

GUEST NAMES: Bobby Burns, Gaylia Olivas – Director of CVB

ORGANIZATION: Midland Chamber of Commerce Convention and Visitors Bureau

PURPOSE OF ORGANIZATION: To enhance, support the tourism development of Midland

DESCRIPTION OF PROGRAM: Discussion of the Chamber Convention and Visitors Bureau and the work it does and the economic value of tourism.

PROGRAM: WEST TEXAS VIEW

DATE AIRED: January 31, 2016

LENGTH: 30 MIN

GUEST NAMES: Bobby Burns, Brad Barnett- Director of Midland Center

ORGANIZATION: Midland Chamber of Commerce Midland Center

PURPOSE OF ORGANIZATION: To enhance, support the economic, tourism, and quality of life development of Midland

DESCRIPTION OF PROGRAM: Discussion of the Midland Center history, the vision for the new construction, and how widely it is used with great versatility.

PSA PROGRAMS

February 2016

(weekly from 5:30 – 6:00 a.m.)

PROGRAM: WEST TEXAS VIEW

DATE AIRED: February 7, 2015

LENGTH: 30 MIN

GUEST NAMES: Dr. Bobby Jain, Psychiatrist

ORGANIZATION: TTUHSC Medical School and Clinical Practice

PURPOSE OF THE ORGANIZATION: Medical school training for doctors and allied health professionals with a clinical practice by teaching doctors.

PROGRAM DESCRIPTION: Discussion of the dangers of sexting by young people and how it contributes to a low self worth, suicide, and other problems.

PROGRAM: WEST TEXAS VIEW

DATE AIRED: February 14, 2016

LENGTH: 30 MIN

GUEST NAMES: Dr. Natalia Schlabritz Lutsevich, OB-GYN

ORGANIZATION: TTUHSC Medical School and Research Division

PURPOSE OF ORGANIZATION: Medical training for doctors and allied health professionals with a clinical practice by teaching doctors.

DESCRIPTION OF PROGRAM: Discussion of most recent research on placentas and their role and abuse while in the stages of pregnancy. This is research being done at TTUHSC and linked with other researchers working on the same research throughout the US and the world centers of medical research. This is what every pregnant woman should know about how important the placenta is to the short and long-term health and well-being of the baby. In particular, the research has shown how alcohol and drugs affect it.

PROGRAM: WEST TEXAS VIEW

DATE AIRED: Feb 21, 2016

LENGTH: 30 MIN

GUEST NAMES: Dr. Natalia Schlabritz Lutsevich, OB-GYN

ORGANIZATION: TTUHSC Medical School and Research Division

PURPOSE OF ORGANIZATION: Medical training for doctors and allied health professionals with a clinical practice by teaching doctors

DESCRIPTION OF PROGRAM: Discussion of the research being done about how the fetus thrives or suffers through the placenta from various intrusions: diet, alcohol, drugs, injuries to the mother, etc. Needed information for pregnant women.

PROGRAM: WEST TEXAS VIEW

DATE AIRED: February 28, 2016

LENGTH: 30 MIN

GUEST NAMES: Erika Thomas, CEO

ORGANIZATION: Midland /Odessa Links to the Homeless

PURPOSE OF ORGANIZATION: A United Way non-profit run by a partnership within city and county governments of Midland, Odessa to identify and assist the homeless in the Permian Basin...especially the homeless school age children and families.

DESCRIPTION OF PROGRAM: Discussion of the degree of homelessness in the Permian Basin and how many young people are affected by this; and how the agency is reaching out to these people, finding resources for them, and working with other agencies such as churches, food banks, etc., to give them the support they need to get into a home and a job.

PSA PROGRAMS

March 2016

(weekly from 5:30 – 6:00 a.m.)

PROGRAM: WEST TEXAS VIEW
DATE AIRED: March 6, 2015
LENGTH: 30 MIN
GUEST NAMES: Stephanie Rivas, Marketing Director
ORGANIZATION: Wagner Noel Performing Arts Center - UTPB
PURPOSE OF THE ORGANIZATION: Affordable performing arts across broad spectrum of events open to the public.
PROGRAM DESCRIPTION: Discussion of the upcoming events and ticket purchase information.

PROGRAM: WEST TEXAS VIEW
DATE AIRED: March 13 and 20, 2016
LENGTH: 30 MIN (two 30 minute programs)
GUEST NAMES: Dr. Dorothy Jackson, Chair, Nursing Program
ORGANIZATION: The University of Texas-Permian Basin
PURPOSE OF ORGANIZATION: Professional nurses' training, education and certification
DESCRIPTION OF PROGRAM: The first program delved into the various nursing programs, qualifications, how to apply; the second program delved into the requirements to finish the programs and all about the clinical practice, state Boards, and employment opportunities.

PROGRAM: WEST TEXAS VIEW
DATE AIRED: March 27, 2016
LENGTH: 30 MIN
GUEST NAMES: Dr. Natalia Schlabritz Lutsevich; Dr. Paul Brownbill
ORGANIZATION: TTUHSC Medical School Research Division
PURPOSE OF ORGANIZATION: Medical training for doctors and allied health professionals with a clinical practice by teaching doctors; government funded research
DESCRIPTION OF PROGRAM: Dr. Natalia introduced Dr. Paul Brownbill from Manchester England who is here through a special cooperative grant between England and the US to work with the research scientists at TTUHSC in fetal and placenta research, particularly how pharmaceuticals affect the placenta and fetus. They discussed how this project's findings have the potential to change the way medicines are given to pregnant women and greater understanding of the health of the baby in the womb because of a healthy fetus and placenta. They outlined the next steps are to then educate doctors.

Names of Station Personnel involved in Initiative:

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Johnnie Lou Boyd- On-air talent
Gerald Battles - Production