

**Midessa Television LP
Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **[KWES-TV/DT, Odessa, TX; KWAB-TV, Big Spring, TX; KTLE-LP, Odessa, TX; KTLD-LP, Midland, TX; and KTXC-FM, La Mesa, TX]** and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **March 22, 2013** to and including **March 21, 2014** (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
2. 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 numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

Appendix 1 to
Annual EEO Public File Report
Covering the Period from March 22, 2013 to March 21, 2014
Station Comprising Station Employment Unit: KWES-TV/DT, Odessa, TX; KWAB-TV,
Big Spring, TX; KTLE-LP, Odessa, TX; KTLN-LP, Midland, TX; and KTXC-FM, La Mesa, TX

Section 1: Vacancy Information

#	Quarter	Full-Time Position	Recruitment Source of Hire	Total Number of Interviewees from all sources for this position.
1	1	Building Maintenance Engineer	Former Employee	1
2	2	Reporter	Station Website Employee Referral	2 1
		a) Position		
	2	b) Position		
3	2	Telemundo Meteorologist	Employee Referral	2
4		Sports Director	TV Jobs	2
5		Anchor/Reporter	TV Jobs	2
6		Assignment Editor	Current Employee	1
7		Photographer		
		a) Position	Facebook	1
		b) Position	Facebook	6
		c) Position	Employee Referral	1
		d) Position	TV Ad	3
8		Producer	TV Jobs Employee Referral	2 2
		a) Position		
		b) Position		
9		Executive Producer	Current Employee	2
10		Chief Photographer	Current Employee	1
11		Production Assistant	Station Website	3
12		Production Assistant	walk in	1
13		Telemundo Reporter/Photographer	Employee Referrals	3
14		Sales Assistant		
15		Account Executive		
16		Meteorologist	Professional Referral	3

Total Number of Persons Interviewed During the Applicable Period:

39

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Section 2: Recruitment Source Information

RECRUITMENT SOURCE	NUMBER OF INTERVIEWEES PROVIDED	POSITION FOR WHICH SOURCE WAS UTILIZED
Alabama State University Ella Tucker, 915 S Jackson St Montgomery, AL 36101-0271 etucker@alasu.edu, 334-229-4156 F: 334-229-4985		All Positions
Amarillo College Donald Abel, Asst Professor PO Box 447 Amarillo, TX 79178 806-371-5298 F: 806-371-5210 abel-dd@actx.edu		All Positions
American Broadcasting School Michelle McConnell 712 N Watson Arlington, TX 76011 michelle@radioschool.com 817-695-2474		All Positions
American Commercial College Tonya Tiday, 5119 Twin Towers Blvd. Odessa, TX 79762, 432-362-6768, F: 432-550-0556, tonyatiday@msn.com		All Positions
Angelo State University Julie Ruthenbeck, Career Development, ASU Station #11026, San Angelo, TX 76909-1026 325-942-2255 F: 325-942-2150 career.development@angelo.edu		All Positions
Colorado State University Diane Kull Career Center 105 Ammons Hall Fort Collins, CO 80523-8008, jobposting@colostate.edu 970-491-1756 F: 970-491-1134		All Positions
Connecticut Schools of Broadcasting-Austin 130 Birdseye Road, Farmington, CT 06032, rahrens@gocsb.com		All Positions
Eastern New Mexico University Susan Larsen, Director of Career and Counseling Services, ENMU Station 34 Portales, NM 88130 careerandcounseling.intern@enmu.edu		All Positions
Employee Referral	10	All Positions Available
Houston Association of Black Journalists		

PO Box 565, Houston, TX 77001, habj-executive@hotmail.com		All Positions
Illinois Center for Broadcasting cogozoo.d@BeOnAir.com		All Positions
Internal Posting-KWES PO Box 60150 Midland, TX 79711 432-567-9999 F: 432-567-9992	4	All Positions
Junior League of Odessa Kathy Martin 2707 Kermit Hwy Odessa, TX 79764 jrleague@nwol.net 432-332-0095 F: 432-333-6515		All Positions
KWES-TV Spots/KTXC-Radio Spots Business Manager KWES-TV	1	All Positions
Laredo Community College Margie Sanchez Employment Assistance Center, Campus Box 233 West End Washington St. Laredo, TX 76708 956-721-5461 F: 956-721-5462		All Positions
Los Angeles Reporter's Clinic Jay Jackson mrjackson41@hotmail.com		All Positions
Lubbock Christian University Diane Ganze 5601 19th St Lubbock, TX 79423 diane.ganze@lcu.edu 806-695-2474 F: 806-720-7213		All Positions
Make Midland Home 109 N. Main Ave., Midland, TX 79701 http://www.makemidlandhome.org/		All Positions
Media Recruiter - Birschback Recruitment Network Art Scott, 22102 E. Canyon Place, Denver, CO 80016, art@mediarecruiter.com, www.mediarecruiter.com		All Positions
Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950 mark@medialine.com 800-237-8073 F: 831-648-5204		All Positions
Midland Chamber of Commerce Economic Development Tracy Dau, Workforce Development Coordinator 109 N. Main Midland, TX 79701 432-686-3571 F: 432-682-9205 tracyd@midlandtxchamber.com		All Positions
Midland College Donna Webb 3600 N Garfield Midland, TX 79705 dwebb@midland.edu 432-685-4716 F: 432-686-4774		All Positions
Midland College Career Fair Employees Attending: Valarie Leonard and Ricky Ramos on April 14, 2011		All Positions Available
Midland Hispanic Chamber of Commerce		

Rachel Stone 208 S Marienfeld Midland, TX 79701 rls@midlandhcc.com 432-682-2960 F: 432-687-3972		All Positions
Midland Workforce Network		
Graciela Cheauma 3510 N A St Bldg A Midland, TX 79705 graciela.sanmiguelcheauma@twc.state.tx.us 432-685-8336 F: 432-683-4719		All Positions
National Association of Hispanic Journalists		
Marco Botero 1000 National Press Bldg. Washington, DC 20045 jobbank@nahj.org.		All Positions
New Mexico State University		
Marilyn Alejo, NMSU-Professional Employment Services, Box 30001/MSC 3509 Las Cruces, NM 88003 505-646-2849 F: 505-646-5421, hirenmsu@nmsu.edu, http://careerservices.nmsu.edu		All Positions
Odessa American		
432-333-7620 F: 432-333-7619		
Odessa College		
Chip Carlson, Career Services 201 W University Odessa TX 79764 grangel@odessa.edu 432-335-6835 F: 432-3356706		All Positions
Odessa College Career Fair		
Employees Attending: Ricky Ramos and Brandon Kunc, March 24, 2011		All Positions Available
Ohio Center for Broadcasting		
Gary James National Director of Placement, 5800 W. Alameda Ave, Ste A, Denver, CO 80226, 303-937-7070, F: 303-975-0386, gary@beonair.com		All Positions
Oklahoma State University		
Pam Ehlers, Director Career Services and Lanie James, 360 Student Union Stillwater, Oklahoma 74078 pam.ehlers@okstate.edu, lanie.james@okstate.edu, 405-744-8252 F: 405-744-9954		All Positions
Other (Indeed.com, a friend,westtexas.com,stationindex.com, Facebook, Former Employee)	4	All Positions Available
Rehire	1	All Positions Available
Rogers State College		
Kimberly Lopez 1701 W. Will Rogers Blvd Claremore, Oklahoma 74017 918-341-7510 http://www.collegecentral.com/rsu/		All Positions
Southwestern Adventist University		
Robert Mendenhall Chair Southwestern Adventist Department of Communication Keene, TX 76059 bobm@swau.edu 817-202-6776		All Positions

<p>Station website www.kwes.com – gowesttexasjobs.com - newswest9.com - mynextjobspot.com</p>	4	All Positions
<p>Sul Ross State University</p> <p>Career Services UC 211C Box c-171 Alpine, TX 79832 432-837-8178 F: 432-837-8724 jsesters@sulross.edu</p>		All Positions
<p>Tarleton State University</p> <p>Darla Doty, Director PO Box T-550 Stephenville, TX 76402 animmo@tarleton.edu 254-968-9078 F: 254-968-9661</p>		All Positions
<p>Texas A&M University Shannon M., Career Center 209 John J Koldus Bldg 1233 TAMU College Station, TX 77843 shannonm@careercenter.tamu.edu 979-845-5139</p>		All Positions
<p>Texas Association of Broadcasters</p> <p>502 E 11th St. Ste. 200 Austin, TX 78701 www.tab.org 512-322-9944 F: 512-322-0522</p>		All Positions
<p>Texas State University</p> <p>Career Services, 601 University San Marcos, TX 78666, 512-245-3471 F: 512-245-7649, https://www.myinterfase.com/txstate/employers/home.aspx</p>		All Positions
<p>Texas Tech University Aleesa Ross College of Mass Communications MS Box 43082 Lubbock, TX 79409-3082 aleesa.ross@ttu.edu 806- 742-6500 F: 806-742-1085</p>		All Positions
<p>Texas Workforce Commission-Odessa</p> <p>Libby Tindall, 2626 JBS Pkwy #D, Odessa, TX, 79761, (432-367-3332, Fax: (432) 366-8210, elizabeth.tindall@twc.state.tx.us</p>		
<p>TSTC Abilene</p> <p>Julia Humphrey 650 E Hwy 80 Abilene, TX 79602, julia.humphrey@tstc.edu Julia.humphrey@tstc.edu (325) 734-3612</p>		All Positions
<p>TVJOBS.COM Mark Holloway P.O. Box 4116 Oceanside, CA 92052 800- 374-0119 Fax: 760-754-2115 admin@tvjobs.com</p>	12	All Positions
<p>TVLifer Adam Shrub 617-416-7321 www.tvlifer.com</p>		All Positions
<p>University of Mary-Harden Baylor Don Owens Career Services UMHB Bay 841 Belton, TX 76513, careerservices@umhb.edu</p>		All Positions

University of New Mexico Mary Bibeau Communication Department MSC 03 2240 1 University of New Mexico Albuquerque, NM 87131-0001, cjadvice@unm.edu, 505-277-1903 F: 505-277-4206		All Positions
University of North Texas Dan Naegeli, Career Center, PO Box 310859 Denton, TX 76203		
University of Oklahoma Bette Scott Career Services 900 ASP Ave OMU 323 Norman, OK 73019-4057 oucs@ou.edu, www.ou.edu/career, 405-325-1974 F: 405-325-3402		All Positions
University of Texas Dr. Mark Tremayne, Assistant Professor & Broadcast Head School of Journalism, Mail Code A100 Austin, TX 78712, tremayne@mail.utexas.edu		All Positions
University of Texas-EI Paso Dr. George W. Barton, Career Services Director, careers@utep.edu		All Positions
University of Texas at the Permian Basin http://www.collegecentral.com/utpb/		All Positions
University of Texas at the Permian Basin Career Fair Employees Attending: Mark Kurtz and Jon Garcia on March 31, 2011		All Positions Available
University of Texas A&M Debbie Gau, Career Center, 209 John J. Koldus Bldg., 1233 TAMU, College Station, TX 77843, 979-845-5139, F: 979-845-2979, services@cctr.tamu.edu		All Positions
Walk-in	3	All positions available
West Texas A&M University Denese Skinner PO Box 60728 Canyon, TX 79016 dskinner@mail.wtamu.edu 806-651-2345 F: 806-651-2925		All Positions

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

Participation in Job Fairs by Management with Substantial Hiring Ability

Texas Tech University Media and Communication Career Fair

October 31, 2013

Texas Tech University College of Media and Communications

Employees Attending: David Marino, News Director, Diana Gonzales, Business Manager

Description: Discussed with students the different job opportunities available at KWES-TV/DT, Odessa, TX; KWAB-TV, Big Spring, TX; KTLE-LP, Odessa, TX; KTLD-LP, Midland, TX; and KTXC-FM, La Mesa, TX. Resumes and applications were collected.

Speaking Engagements

March 25, 2013 – NewsWest 9 covered the MDA Muscle Walk. NewsWest 9 is as proud sponsor of the MDA.

March 27, 2013 – Odessa MDA Lock-up at Big Daddy's Catfish – Mike Gillaspia, Main Anchor was the MC for this event. The lock-ups collect money for the MDA.

March 29, 2013 – Crystal Crews, Main Anchor, picked up trash on Loop 250 in Midland. Crystal is a board member.

Carnival de Cultura Model Show in Odessa – October 16th – Victor Lopez, Alicia Neaves

Keep Midland Beautiful Make A Difference Day – October 19th – Crystal Crews Volunteered

Big Brothers, Big Sisters Wrestling Event - October 26th Trevor Tankersley

Midland Feast of Sharing – November 1st – Victor Lopez, Emcee

Keep Midland Beautiful Texas Recycles Day – November 16th – Crystal Crews Volunteered

South Elementary Career Day in Odessa – November 26th - Victor Lopez

Sesame Street Live in Odessa – December 14th – Victor Lopez & Alicia Neaves Introduced Event

Dowling Elementary Christmas Program – December 17th – Emily Borchard Emcee

Salvation Army Toy Drive Sponsored by NewsWest 9 – The Month of December

April 30, 2013 - Dia De Los Ninos – Station Sponsored Event

May 5, 2013 - Cinco De Mayo Event in Midland – Victor Lopez was the MC

May 5, 2013 – Cinco De Mayo Event in Odessa – Mike Gillaspia was the MC

May 18, 2013 – La Feria De Familia – Station Sponsored Event

June 8, 2013 – PPWA Tex-Mex Wrestling Event – Trevor Tankersley

June 27, 2013 – MDA Lock-Up Event – Trevor Tankersley

July 4th Star Spangled Salute – Midland – Station Sponsored event

Big Spring Boys and Girls Club – Aug. 2nd – Trevor Tankersley spoke

St. Elizabeth Seton Annual Golf Tournament in Odessa – Aug. 10th – Geena Martinez was Master of Ceremonies

Severe Weather Spotting Talk – Aug. 14th – Tom Tefertiller spoke in Eunice, NM.
Severe Weather Spotting Talk – Aug. 16th – Tom Tefertiller spoke in Monument, NM.
The Salvation Army Annual Civic Dinner – Sept. 5th – Victor Lopez was Master of Ceremonies
Annual Meeting and Awards Banquet – Odessa Chamber – Sept. 19th – Station had a table
Diabetes Association 5K Walk – Sept. 21st - Trevor Tankersley was Master of Ceremonies
Odessa Rotary Club – Sept. 19th – Tom Tefertiller spoke
Midland Chamber of Commerce Annual Meeting – Aug. 22 – David Marino, Cristine Couldridge attended

Participation In Activities And Events Or Programs Sponsored By Educational Institutions Relating To Career Opportunities In Broadcasting

Internship Program

KWES-TV/DT, Odessa, TX; KWAB-TV, Big Spring, TX; KTLE-LP, Odessa, TX; KTLN-LP, Midland, TX; and KTXC-FM, La Mesa, TX correspond with area schools to provide internship opportunities to their students for college credit.

The station works closely with the schools and its students in order to meet curriculum requirements and to ensure that the students get a complete view of how the broadcasting industry works, as well as real-world, hands-on experience in their specific area of study.

Students may request internships in all of our areas including: news, sales, creative services, engineering, and production.

During this applicable period, KWES-TV hosted zero interns in the Production, News and Weather Departments.

Participation in a Scholarship Program

KWES-TV awarded \$2000 to Texas Tech University Star Athlete program September 2013.

Public File Report

A copy of this Public File Report is posted on our website, <http://www.newswest9.com>.