

KIDY(TV), KXVA(TV)
EEO PUBLIC FILE REPORT
April 1, 2014 – March 31, 2015¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|------------------------------|--|---------------------------|
| Account Executive | 2, 4-11 | 6 |
| Account Executive | 2-3, 5, 7-11 | 3 |
| General Assignments Reporter | 2-3, 5, 7-11 | 10 |
| Production Assistant | 2, 4-11 | 7 |
| Producer | 2, 4-11 | 4 |
| Account Executive | 2-3, 5, 7-11 | 5 |
| Account Executive | 2-3, 5, 7-11 | 5 |
| Production Assistant | 2, 4-11 | 7 |
| Production Assistant | 2, 4-11 | 7 |
| Promotions Manager | 2-11 | 8 |
| Chief Meteorologist | 2, 4-11 | 10 |
| Master Control Operator | 1-2, 4-11 | 1 |
| Co Anchor | 1-2, 4-11 | 1 |
| Broadcast Technician | 2, 4-11 | 7 |

¹ This Report reflects recruitment activity beginning March 22, 2014 through March 21, 2015.

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|---------------------------------|--|---------------------------|
| General Assignments Reporter | 2-3, 5, 7-11 | 10 |
| Master Control Operator | 2, 4-11, 16 | 16 |
| General Assignments Reporter | 2, 4-11 | 8 |
| Account Executive | 3, 5, 7-11 | 3 |
| Master Control Operator | 2, 4-11 | 6 |
| Master Control Operator | 2, 4-11 | 8 |
| Master Control Operator | 2, 4-11 | 6 |
| Sports Reporter | 2-14 | 11 |
| General Assignments Reporter | 2, 4-11 | 11 |
| Broadcast Technician | 2, 4-11 | 6 |
| News Director | 1-2, 4-11 | 1 |
| Director of Technology | 2-14 | 4 |
| Broadcast Engineer | 2-14 | 14 |
| Receptionist/Sales Assistant | 2-14 | 12 |
| Web Producer | 2-14 | 14 |
| Commercial Production Assistant | 1-14 | 1 |

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification ? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|---|---|
| 1 | Word-of-Mouth Referral | No | 6 |
| 2 | KIDY/KXVA Website www.myfoxzone.com | No | 4 |
| 3 | Texas Workforce Commission - Abilene (TWC) 400 Oak St Abilene, TX 79602 Contact: Jerry Peters Phone: 325-795-4200 Email: jerry.peters@workforcesystem.org | No | 7 |
| 4 | Texas Workforce Commission - San Angelo (TWC) 202 Henry O Flipper St San Angelo, TX 76903 Contact: Leslie North-Gould Phone: 325-653-2321 Email: lnorth-gould@cvworkforce.org | No | 11 |
| 5 | On-Air Announcements | No | 12 |
| 6 | American Classifieds - San Angelo <i>(print & online publication)</i> 15 N Tyler St San Angelo, TX 76901 Contact: Pat Logan Phone: 325-944-7653 Email: amclass@suddenlinkmail.com | No | 6 |
| 7 | West Central Texas Career Consortium www.wctcc.org (7 Universities participate) | No | 8 |
| 8 | Internal Posting (station’s bulletin board) | No | 5 |
| 9 | Conexion Hispania 315 W Ave D San Angelo, Tx 76903 Contact: Gregorio Gutierrez Phone: 325-655-6371 Email: gregorio@cxnsa.com | No | 3 |

| RS Number | RS Information | Source Entitled to Vacancy Notification ? (Yes/No | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|--|---|
| 10 | Texas Association of Broadcasters www.tab.org | No | 10 |
| 11 | Broadcast Employment Services www.tvjobs.com | No | 15 |
| 12 | Indeed.com www.indeed.com | No | 9 |
| 13 | CareerBuilder Jobs www.careerbuilder.com | No | 5 |
| 14 | Gannett Company Corporate Website www.gannett.com/careers | No | 18 |
| 15 | London Broadcasting Company Corporate Website www.londonbroadcastingcompany.com | No | 0 |
| 16 | Red, White and You! Job Fair (See Section III) | No | 1 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 120 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative | Brief Description of Activity and Scope of Broadcaster's Participation |
|---|---------------------------------------|---|
| 1 | Participate in Job Fair | On May 14, 2014, the SEU participated in the Hiring Our Heros Veterans Event at Globe Life Park in Arlington, TX. Station participants included our HR Manager and Production Manager who distributed information about the station, job opportunities currently available, and application procedures. |
| 2 | Participate in Job Fair | On September 3, 2014, our SEU participated in the Angelo State University Part-Time Job Fair in San Angelo, TX. Station participants included our General Manager and Director of Sales who distributed information about the station, typical part-time job opportunities available, and how the station works with students to accommodate their school schedules. Students were also told where to find job postings and how to apply. |
| 3 | Participate in Job Fair | On September 9, 2014, our SEU participated in the San Angelo State University Fall Job Fair in San Angelo, TX. Information was distributed about the station, job opportunities currently available, and application procedures. Station participants included our General Manager and Director of Sales. |
| 4 | Participate in Job Fair | On September 25, 2014, our SEU participated in the Business EXPO job fair at the McNease Convention Center in San Angelo, TX. Information was distributed about the station, job opportunities currently available, and application procedures. Station participants included our Promotions Manager and General Manager. |
| 5 | Participate in Job Fair | On October 22, 2014, our SEU participated in the Angelo State University Job Fair in San Angelo, TX. Information was distributed about the station, job opportunities currently available, and application procedures. Station participants included our Director of Sales, Programming Director, and General Manager. |
| 6 | Participate in Job Fair | On October 23, 2014, our SEU participated in the McMurry University Job Fair in Abilene, TX. Information was distributed about the station, job opportunities currently available, and application procedures. Station participants included our Director of Sales and General Manager. |

| | Type of Recruitment Initiative | Brief Description of Activity and Scope of Broadcaster's Participation |
|----|---|--|
| 7 | Participate in Job Fair | On November 13, 2014, the SEU participated in the Veterans Job Fair at the Taylor County Expo Center in Abilene, TX. The purpose of this job fair was to help provide job opportunities to military veterans in the Texas workforce. Station participants included our Director of Sales and General Manager, who distributed information about the station, job opportunities, and application procedures. |
| 8 | Participate in Job Fair | On November 21, 2014, our SEU participated in the "Red, White & You!" Veterans Job Fair in San Angelo, TX sponsored by the Texas Workforce Commission and the Texas Veterans Commission. The purpose of this job fair was to help provide opportunities for employment to military veterans in the Texas workforce. Station participants included our Director of Sales and General Manager, who distributed information about the station, job opportunities, and application procedures. |
| 9 | Management-level training regarding equal employment opportunity and preventing discrimination | On March 19, 2015, our SEU's department managers attended an FCC Equal Employment Opportunity Rules seminar presented by our HR Manager. The seminar featured a refresher course of EEO Rules using training materials provided by outside communications counsel. |
| 10 | Participate in event/program sponsored by or on behalf of a community group relating to careers in broadcasting | During this reporting period, the SEU's General Manager served as the Vice Chairman of the Concho Valley Workforce Board attending monthly meetings to discuss developing local jobs and broadening outreach in our community. |