

**KIDY(TV), KXVA(TV)
EEO PUBLIC FILE REPORT
April 1, 2015 – March 31, 2016¹**

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 | 1-3, 5-11, 16-18 | 17 |
| Account Executive | 1-2, 4-11, 16-18 | 16 |
| Master Control Operator | 1-2, 4-11, 16-18 | 6 |
| Account Executive (AB) | 1-3, 5-11, 16-18 | 16 |
| Account Executive (AB) | 1-3, 5-11, 16-18 | 10 |
| Director of Sales | 1-11, 16-18 | 17 |
| General Assignments Reporter | 1-2, 4-11, 16-18 | 12 |
| Master Control Operator | 1-2, 4-11, 16-18 | 9 |
| Web Producer | 1-3, 5-11, 16-18 | 5 |
| Morning Meteorologist | 1-2, 4-11, 16-18 | 1 |
| General Assignments Reporter | 1-3, 5-11, 16-18 | 12 |
| Morning Anchor | 1-2, 4-11, 16-18 | 2 |
| General Assignments Reporter | 1-3, 5-11, 16-18 | 12 |
| Account Executive (AB) | 1-3, 5-11, 16-18 | 17 |
| Production Assistant | 1-2, 4-11, 16-18 | 5 |

¹ This Report reflects recruitment activity beginning March 22, 2015 through March 21, 2016.

| | | |
|------------------------------|------------------|----|
| Production Assistant | 1-2, 4-11, 16-18 | 17 |
| Production Assistant | 1-2, 4-11, 16-18 | 9 |
| Account Executive (SA) | 1-2, 4-11, 16-18 | 17 |
| Production Assistant | 1-2, 4-11, 16-18 | 5 |
| Co- Anchor | 1-11, 16-18 | 12 |
| Digital Sales Manager | 1-10, 12-18 | 12 |
| Director of Sales | 1-10, 12-18 | 17 |
| Production Assistant | 1-2, 4-10, 12-18 | 12 |
| Account Executive (AB) | 1-3, 5-10, 12-18 | 18 |
| General Assignments Reporter | 1-2, 4-10, 12-18 | 17 |
| Account Executive (AB) | 1-3, 5-10, 12-18 | 18 |

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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 | KIDY/KXVA Website www.myfoxzone.com | No | 8 |
| 2 | Broadcast Employment Services www.TVJobs.com | No | 12 |
| 3 | Texas Workforce Commission- Abilene Office (TWC) 400 Oak St Abilene, TX 79602 Contact: Gregg Groh Phone: 325-795-4200 | No | 0 |
| 4 | Texas Workforce Commission- San Angelo Office (TWC) 202 Henry O.Flipper San Angelo, TX 76903 Contact: Erin Vaught Phone: 325-653-2321 | No | 1 |
| 5 | West Central Texas Career Consortium www.wctcc.org 6 Universities participate: Abilene Christian University Angelo State University Cisco College Hardin-Simmons University Howard Payne University McMurry University | No | 7 |
| 6 | American Classifieds-San Angelo (<i>print & online publication</i>) 15 N Tyler San Angelo, TX 76901 Contact: Pat Logan Phone: 325-944-7653 | No | 1 |
| 7 | Conexion Hispania 315 W Avenue D San Angelo, Tx 76903 Phone: 325-655-6371 | No | 1 |

| | | | |
|----|--|----|----|
| 8 | Texas Association of Broadcasters www.tab.org | No | 2 |
| 9 | Indeed.com www.indeed.com | No | 20 |
| 10 | CareerBuilder Jobs www.careerbuilder.com | No | 14 |
| 11 | Gannett Careers Corporate Website www.gannett.com/careers | No | 8 |
| 12 | Tegna Careers Corporate Website www.tegna.com/careers (added 11/09/2015) | No | 20 |
| 13 | Glassdoor.com www.glassdoor.com (added 11/09/2015) | No | 2 |
| 14 | JuJu www.juju.com (added 11/09/2015) | No | 0 |
| 15 | Simply Hired www.simplyhired.com (added 11/09/2015) | No | 3 |
| 16 | On-Air Announcements | No | 8 |
| 17 | Word-of-Mouth Referral | No | 8 |
| 18 | Internal Posting (station's bulletin board) | No | 3 |

TOTAL INTERVIEWEES OVER REPORTING PERIOD

118

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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 March 25, 2015, the SEU participated in the 2015 Business EXPO 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. |
| 2 | Participate in Job Fair | On September 16, 2015, the SEU participated in the Angelo State University Part-Time Job Fair in San Angelo, TX. Station participants included our Director of Sales and General Manager 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 October 1, 2015, the 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. |
| 4 | Participate in Job Fair | On October 21, 2015, the SEU participated in the Angelo State University Professional Internship and 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, News Director, and General Manager. |
| 5 | Participate in Job Fair | On November 12, 2015, 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. |

| | Type of Recruitment Initiative | Brief Description of Activity and Scope of Broadcaster's Participation |
|----|--|---|
| 6 | Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (2) | On January 25, 2016, the SEU's MMJ Reporters spoke to two Communication classes at the Angelo State University in San Angelo, TX, explaining the challenges and opportunities of sports journalism. Each session was followed by a question and answer period. |
| 7 | Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (2) | On January 26, 2016, the SEU's MultiMedia Journalist Reporters spoke to two Communications classes at the Angelo State University in San Angelo, TX, explaining the challenges and opportunities of sports journalism. Each session was followed by a question and answer period. |
| 8 | Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions | On January 27, 2016, one of our employees began a 6 week Corporate sponsored training course learning how to develop social media marketing and use tactics to drive the brand's reach, audience engagement and traffic to TV and digital platforms. Class projects included outlining and developing strategies to test tactics learned and their impact on local marketing problems. |
| 9 | Host event/program sponsored by or on behalf of community groups relating to careers in broadcasting | On January 27, 2016, our SEU hosted a group of 17 military officers from Goodfellow Air Force Base in San Angelo, TX. One of our Co-Anchor/Producers and our Director of Public Relations gave the group a tour during which news and production staff members talked about careers in broadcasting and what kind of education and experience qualify candidates for those jobs. There was a question and answer period following the tour. |
| 10 | Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (2) | On January 28, 2016, the SEU's MultiMedia Journalist Reporters spoke to two Intro to Radio and Television Journalism classes at the Angelo State University in San Angelo, TX, explaining the challenges and opportunities of sports journalism. Each session was followed by a question and answer period. |
| 11 | Management-level training regarding Equal Employment Opportunity and preventing discrimination | On March 16, 2016, our SEU's department managers attended an FFC Equal Employment Opportunity Rules seminar presented by our Human Resources Business Partner. The seminar featured a refresher course of EEO Rules using training materials provided by outside communications counsel. |
| 12 | 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 Board Chair of the Concho Valley Workforce Board attending monthly meetings to discuss developing local jobs and broadening outreach in our community. |