

**KIDY (TV), KXVA (TV)**  
**EEO PUBLIC FILE REPORT**  
**March 22, 2016 - March 21, 2017**

**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
Master Control Operator	1-2, 4-10	10
Master Control Operator	1-2, 4-9	6
Account Executive	2, 4-9	6
Production Assistant	2, 4-9, 11	9
Master Control Operator	2-9	6
Production Director	2, 4-9	9
Multi-Skilled Journalist	2, 4-9	9
Multi-Skilled Journalist	2, 4-9	4
Account Executive	2, 4-9	8
Account Executive	2, 4-9	6
Multi-Platform Producer	2, 4-9	8
Multi-Skilled Journalist	2-9	8
Multi-Skilled Journalist	2, 4-9	8
Digital Sales Manager	2, 4-9	8
Anchor/ MSJ	2, 4-10	9
Multi-Skilled Journalist	2, 4-9	9
Multi-Skilled Journalist	2, 4-9	8
Account Executive	2-9	6

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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	American Classifieds 15 N. Tyler St San Angelo, Texas 76901 Phone : 325-944-7653 Email : pahlogan@yahoo.com Pat Logan	N	2
2	Broadbean Network 610 Newport Center Dr Ste 1400 Newport Beach, California 92660 Phone : 949-706-8560 Job Listing Manual Posting	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Editor Manual Posting	N	3
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	5
5	Glassdoor.com 100 Shoreline Hwy Mill Valley, California 94965 Phone : 800-918-3229 Job Listings Manual Posting	N	1
6	Indeed.com 470 West Ave Ste 2002 Stamford, Connecticut Phone : 203-564-2418 Job Listings Manual Posting	N	21
7	JuJu.com 151 First Ave #19 New York, New York 10003 Phone : 212-537-3898 Job Listings Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	KIDY/KXVA Website 5 S. Chadbourne St San Angelo, Texas 76903 Phone : 325-655-6006 Job Listings Manual Posting	N	17
9	TEGNA Careers 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 703-854-6089 Job Listings Manual Posting	N	20
10	Texas Association of Broadcasters 502 E. 11 St Ste 200 Austin, Texas 78701 Phone : 512-322-9944 Craig Bean Manual Posting	N	2
11	West Central Texas Career Consortium P.O. Box 6348 Abilene, Texas 79608 Phone : 325-793-4882 James Greer Manual Posting	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>72</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/23/2016	Participation in Job Fairs	On March 23, 2016, the SEU participated in the 2016 Business EXPO in Abilene, TX. Applicants were told about the station, job opportunities currently available, and application procedures. Station participants included our Director of Sales and General Manager.	2	General Manager Director of Sales
2	3/29/2016	Participation in Job Fairs	On March 29, 2016, the SEU participated in the Howard College Community Job Fair in San Angelo, TX. Applicants were told about the station, job opportunities currently available, and application procedures. Station participants included the News Director and General Manager.	2	News Director General Manager
3	3/31/2016	Participation in Job Fairs	On March 31, 2016, the SEU participated in the McMurry University Spring Career Fair in Abilene, TX. Applicants were told about the station, job opportunities currently available, and application procedures. Station participants included the Director of Sales, Sales Assistant, and Production Assistant.	3	Director of Sales Sales Assistant Production Assistant
4	4/1/2016	Participation in events sponsored by community groups	During this reporting period, the SEU's EEO Officer and Multi-Skilled Journalist served as active members of the Young Professionals of San Angelo, in San Angelo, TX attending monthly meetings to discuss developing local jobs and broadening outreach in our community.	2	EEO Officer Multi-Skilled Journalist
5	4/1/2016	Participation in job banks, internet programs and other programs designed to promote outreach	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.	1	General Manager
6	4/1/2016	Participation in events sponsored by community groups	During this reporting period, the SEU's News Co-Anchor served as an active member of they Young Professionals of Abilene, in Abilene, TX attending monthly meetings to discuss developing local jobs and broadening outreach in our community.	1	Co-Anchor

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7	4/7/2016	Participation in events or programs sponsored by educational institutions	On April 7, 2016, the SEU's Sports Director and Sports Reporter spoke to the Introduction to Radio and Television class at Angelo State University in San Angelo, TX, explaining the challenges and opportunities of sports journalism. The session was followed by a question and answer period.	2	Sports Director Sports Reporter
8	4/21/2016	Participation in events sponsored by community groups	On April 21, 2016, the SEU's Director of Technology spoke to a group of airmen and family members at the Airman Family Readiness Center at Goodfellow Air Force Base in San Angelo, TX, explaining the challenges and opportunities of careers in broadcasting. The session was followed by a question and answer period.	1	Director of Technology
9	6/7/2016	Provision of training to personnel of unaffiliated non-profit organizations	Under the direction of our News Director, EEO Officer, and Director of Technology, the SEU hosted 6 teachers from the San Angelo ISD to participate in an externship program developed by our station. The Concho Valley Workforce Development Board referred the teachers to participate in the externship which was designed to acquaint middle school and high school teachers and/or counselors with work experience and lessons to be incorporated into lesson plans during the 2016-17 school year making the connection between academic skills and the workplace, especially with regard to Science, Technology, Engineering & Math (STEM) skills, English and communication skills, work ethics and social skills.	10	EEO Officer GM DOT News Director

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10	8/19/2016	Sponsorship of events in the community designed to increase public awareness	On August 19, 2016, our SEU hosted a group of 17 military officers from Goodfellow Air Force Base in San Angelo, TX. One of our Multi-Skilled Journalists, our Director of Technology, 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.	3	Director of Technology Director of Public Relations Multi-Skilled Journalist
11	9/9/2016	Sponsorship of events in the community designed to increase public awareness	On September 9, 2016, our SEU hosted a group of 9 military officers from Goodfellow Air Force Base in San Angelo, TX. Our Chief Meteorologist and our Director of Technology 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.	2	Director of Technology Chief Meteorologist
12	10/24/2016	Participation in events or programs sponsored by educational institutions	On October 24, 2016, the SEU's Director of Sales spoke to the Introduction to Business class at Abilene Christian University in Abilene, TX, explaining the opportunities and challenges of careers in broadcasting. The session was followed by a question and answer period.	1	Director of Sales