

# ANNUAL EEO PUBLIC FILE REPORT

**KAMR-TV**

**April 1, 2016 through March 31, 2017**

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

KAMR-TV

The information contained in this Report covers the period beginning April 1, 2016 to and including March 31, 2017 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit ("SEU") during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. 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 alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1,2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KAMR-TV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	NEWS PHOTOGRAPHER	5/10/2016	M	5	A-O, W
2	MASTER CONTROL OPERATOR	4/25/2016	L	1	A-O, W
3	LOCAL SALES MANAGER	5/31/2016	M	3	A-O, W
4	LOCAL SALES MANAGER	5/31/2016	M	3	A-O, W
5	NEWS PHOTOGRAPHER	5/25/2016	I	4	A-O, W
6	NEWS PHOTOGRAPHER	5/31/2016	I	5	A-O, W
7	ACCOUNT EXECUTIVE, SALES	10/23/2016	I	7	A-O, W
8	AUDIO OPERATOR	7/26/2016	M	2	A-O, W
9	NEWS PHOTOGRAPHER	9/8/2016	M	5	A-O, W
10	ACCOUNT EXECUTIVE, SALES	8/15/2016	I	3	A-O, W
11	NEWS PHOTOGRAPHER	9/26/2016	L	1	A-O, W
12	NEWS PHOTOGRAPHER	10/4/2016	O	1	A-O, W
13	RECEPTIONIST	11/2/2016	O	3	A-O, W
14	NEWS PRODUCER	2/8/2017	M	3	A-O, W
15	WEEKEND ANCHOR/REPORTER	3/7/2017	P	2	A-O, W
16	NEWS PHOTOGRAPHER	2/9/2017	I	6	A-O, W
17	MULTI MEDIA JOURNALIST	2/8/2017	M	1	A-O, W
18	NEWS PRODUCER			3	A-O, W
19	WEB PRODUCER			1	A-O, W

Total Number of Persons Interviewed During Applicable Period: 59

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1,2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: KAMR-TV

Section 2: Recruitment Source Information

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
A	NAACP	None	P.O. Box 2433 Amarillo, TX 79105	(806) 352-9492	N	0
B	Texas Workforce	None	P.O. Box 1682 Amarillo, TX 79105	(806) 358-7481	N	0
C	Los Barrios	None	1615 S. Roberts Amarillo, TX 79102	(806) 371-5000	N	0
D	Amarillo College	None	P.O. Box 447 Amarillo, TX 79178	(806) 371-5000	N	0
E	WTAMU	<a href="mailto:dskinner@mail.wtamu.edu">dskinner@mail.wtamu.edu</a>	Box 60728 Canyon TX 79016	(806) 651-0000	N	3
F	Emmanuel Temple CoGC	None	P.O. Box 5801 Amarillo, Texas 79119	(806) 373-5416	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
G	Hispanic Chamber of Commerce	Jesus & Dora	5406 Winners Circle Amarillo, TX 79110	(806) 379-8800	N	0
H	Texas Tech College of Mass Communications	<a href="mailto:aleesa.ross@ttu.edu">aleesa.ross@ttu.edu</a>	Texas Tech University Lubbock, TX 79409	(806) 742-6500 ext.266	N	0
I	My High Plains	<a href="mailto:presley.watkins@myhighplains.com">presley.watkins@myhighplains.com</a>	1015 S Fillmore Amarillo, TX 79101	(806) 383-3312	N	8
J	NEXSTAR Corp.	<a href="mailto:tbush@nexstar.tv">tbush@nexstar.tv</a> TERRI BUSH	545 E. John Carpenter Fwy. Suite 700 Irving, TX 75062	(972)373-8800	N	0
K	KAMR/KCIT/KCPN-TV	Jay Moore (Jmoore@kamr.com)	1015 S Fillmore Amarillo, TX 79101	(806) 383-3312	N	3
L	Tvjobs.com	WWW. Tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	N	15
M	In House	KAMR-TV Bulletin Board	NA	NA	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
N	TAB	<u>Craig Bean</u>	502 East 11th Street Suite 200 Austin, TX 78701	(512) 322-9944	N	0
O	Employee Referral	NA	NA	NA	N	9
P	Internal Transfer	NA	NA	NA	N	17
Q	Walk in	Na	Na	Na	N	0
R	Medialine	WWW. Medialine.com	P.O. Box 51909 Pacific Grove, CA 93950	(800) 237-8073	N	0
S	Amarillo Globe News	<u>ruth.lynch@amarillo.com</u>	900 S. Harrison Amarillo, TX 79101	(806) 376-4488	N	0
T	Talent Dynamics	www.talentedynamics.com	600 Las Colinas Blvd. Suite 100 Irving, TX 75039	(214) 640-3139	N	0
U	Lorna Dave Agency	www.lornadave.com	PO Box 368 Fogelsville, PA 18051-0368	(610) 248-1317	N	0
V	Job fair	NA	NA	NA	N	2
W	Facebook	NA	NA	NA	N	2
X	TEMP AGENCY	NA	NA	NA	N	0
Y	MONSTER.COM	NA	NA	NA	N	0

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
Z	COLLEGE CENTRAL JOB SEARCH	NA	NA	NA	N	0

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KAMR-TV

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station has an established internship program designed to help members of the community and university students acquire skills for broadcast employment. During this reporting period, the station provided internship and job shadow opportunities to Amarillo College (5 students summer), West Texas (4 students 2 summer 2 summer II and 2 spring). The students trained in all functional areas of our operations, including News, Production, Creative Services, Sports and Sales Departments.
2	Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	Station personnel, including managers, undertook many station tours during which they spoke to numerous student, scout, and extracurricular groups to discuss careers in broadcasting. Station meteorologists regularly visit local elementary, secondary and college student classes to discuss weather issues, broadcasting in general and opportunities within the industry.
3	Establishment of a training and mentoring program to allow station personnel to acquire skills that could qualify them for higher level positions	The station provides internal opportunities for current employees to cross train which may enable them to acquire skills that could qualify them for higher level positions.
4	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	The Station (Hiring) Coordinator participated at five job fair/career events: Amarillo Job Fair May 27, 2016; Amarillo College October 10, 2016; Amarillo Job Fair October 12, 2016; Borger Phillips January 19, 2017, and WTAMU February 23, 2017.