

## ANNUAL EEO PUBLIC FILE REPORT

(KAMR)

**April 1<sup>ST</sup>, 2017 through March 31<sup>st</sup>, 2018**

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)

The information contained in this Report covers the time period beginning April 1, 2017 to and including March 31, 2018 (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 1,2017 through March 31, 2018

Station(s) Comprising the Station Employment Unit: KAMR

## 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	GRAPHICS OPERATOR	04/14/2017	L	2	A-O
2	WEB PRODUCER	05/03/2017	J	1	A-O
3	MORMING PRODUCER/ FILL IN ANCHOR	06/29/2017	J	1	A-O
4	GRAPHICS OPERATOR	11/13/2017	J	1	A-O
5	NEWS PHOTOGRPAHER	06/19/2017	G	4	A-O
6	AUDIO OPERATOR	07/03/2017	L	1	A-O
7	MULTI MEDIA JOURNALIST	02/22/2018	G	3	A-O
8	NEWSCAST DIRECTOR	08/15/2017	J	1	A-O
9	NEWS PHOTOGRAPHER	08/10/2017	J	7	A-O
10	CHIEF PHOTOGRAPHER	09/26/2017	J	2	A-O
11	LIFESTYLE SHOW ASSOCIATE PRODUCE/MMJ	09/26/2017	L	1	A-O
12	AUDIO OPERATOR	11/14/2017	L	1	A-O
13	WEEKEND METEOROLOGIST/MMJ	12/6/2017	G	6	A-O
14	WEEKEND SPORTS ANCHOR/REPORTER	12/01/2017	L	4	A-O
15	OPERATOR CHARACTER GENERATOR	11/13/2017	L	1	A-O
16	ACCOUNT EXECUTIVE	01/03/2018	C	5	A-O
17	NEWSCAST DIRECTOR	03/05/2018	L	1	A-O
18	CHARACTER OPERATOR GENERATOR	03/05/2018	L	4	A-O
19	PRODUCTION ASSISTANT	03/05/2018	L	3	A-O

Total Number of Persons Interviewed During  
Applicable Period: \_49\_\_

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1,2017 through March 31, 2018

Station(s) Comprising the Station Employment Unit: KAMR

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Texas Workforce	None	P.O. Box 1682 Amarillo, TX 79105	(806) 358-7481	N	2
B	Amarillo College	None	P.O. Box 447 Amarillo, TX 79178	(806) 371-5000	N	3
C	WTAMU	<a href="mailto:dskinner@mail.wtamu.edu">dskinner@mail.wtamu.edu</a>	Box 60728 Canyon TX 79016	(806) 651-0000	N	1
D	Job fair	NA	NA	NA	N	2
E	Facebook	NA	NA	NA	N	1

F	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	5
G	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	3
H	KAMR/KCIT/KCPN-TV	Jay Moore (Jmoore@kamr.com)	1015 S Fillmore Amarillo, TX 79101	(806) 383-3312	N	7
I	Tvjobs.com	WWW. Tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	N	1
J	In House	KAMR-TV Bulletin Board	NA	NA	N	1
K	Employee Referral	NA	NA	NA	N	9
L	Internal Transfer	NA	NA	NA	N	11
M	Walk in	Na	Na	Na	N	1
N	Job fair	NA	NA	NA	N	1
O	Facebook	NA	NA	NA	N	1

Covering the Period from April 1, 2017 through March 31, 2018

Station(s) Comprising the Station Employment Unit: KAMR

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

Summary of Prong 3 Outreach Initiatives Date:  
Report

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Summary of Prong 3 Outreach Initiatives between 4/1/2017 to 3/30/2018

Sl.No.	Date	Activity Type	Points
1	02/23/2018	Participation in Job Fairs Description: KAMR participated at the WTAMU Job (Career)Fair. KAMR personnel were able to meet students and discuss vacancies at the station and in the broadcasting industry.	.25
2	02/22/2018	Participation in Job Fairs Description: Attended a Pre Job fair with WTAMU with their top Mass Comm and broadcasting students and discussed job opportunities with KAMR.	.25
3	10/12/2017	Participation in Job Fairs	.25

Description:

KAMR participated at the Amarillo Workforce Job (Career)Fair. KAMR personnel were able to meet many different individuals and discuss vacancies at the station.

4	10/10/2017	Participation in Job Fairs	.25
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Description:

Amarillo College Job Fair -  
KAMR personnel were able to meet students and discuss vacancies at the Station

5	05/27/2017	Participation in Job Fairs	.25
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Description:

KAMR participated at the Amarillo Job Fair. KAMR personnel were able to meet many different people and discuss vacancies at the station and in the broadcasting industry.

6	05/16/2017	Participation in events sponsored by community groups	.25
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Description:

KAMR participated and sponsored a Community Business Connection  
Hosted by The Amarillo Chamber of Commerce

Total Points:	1.50
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