

ANNUAL EEO PUBLIC FILE REPORT
KTSM-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):

KTSM-TV

The information contained in this Report covers the time 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: KTSM-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 Production Assistant	04/07/16	H	2	A-M
2	Digital Media Support Coordinator	05/23/16	H	2	A-M
3	Local Sales Manager	05/31/16	A	3	A-M
4	News Photographer	06/07/16	A	2	A-M
5	Master Control Operator	06/13/16	H	4	A-M
6	News Production Assistant	06/23/16	H	3	A-M
7	News Editor	07/18/16	A	5	A-M
8	Sales Account Executive	07/25/16	H	2	A-M
9	Assignments Editor	08/08/16	H	5	A-M
10	Female News Anchor	08/17/16	A	3	A-M
11	News Production Assistant	09/20/16	H	2	A-M
12	News Producer	10/03/16	A	3	A-M
13	Sales Account Executive	10/17/16	B	2	A-M
14	Multimedia Journalist Reporter	10/24/16	A	3	A-M
15	News Photographer	10/31/16	H	3	A-M
16	News Director	11/30/16	A	2	A-M
17	News Production Assistant	01/12/17	H	1	A-M
18	Multimedia Journalist Reporter	01/23/17	A	2	A-M
19	Sales Account Executive	02/13/17	H	3	A-M
20	Sales Assistant	02/14/17	J	2	A-M
21	Sales Account Executive	02/14/17	A	2	A-M
22	Sales Account Executive	03/06/17	H	2	A-M
23	News Assistant Production	03/13/17	A	1	A-M

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: KTSM-TV

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	Nexstar TV	None				23
B	TVJobs.com	Mark Holloway	P.O. Box 4116, Oceanside, CA 92052	760-754-8177	N	10
C	University of Texas at El Paso	Nick Zweig	500 W. University Ave. El Paso, TX 79968	915-747-8960	N	1
D	New Mexico State University careerservices.nmsu.edu	Roseanne Bensley	P.O. Box30001 Las Cruces, NM 88003	575-646-1631	N	0
E	El Paso Community College epcc.edu/careerservices	Carla Cardoza	919 Hunter Drive El Paso, TX 79915	915-831-2636	N	0
F	Spots N Dots Spotsndots.com	Emily McKay	ads@spotsndots.com	888-884-2630	N	0
G	Texas Workforce Commission www.workintexas.com	None			N	0
H	Personal/Employee Referral	Referral on file	NA	NA	N	14
I	Internal	NA	NA	NA	N	3
J	Linkedin	NA	NA	NA	N	2
K	Monster	NA	NA	NA	N	2
L	Career Builder	NA	NA	NA	N	3

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
M	Facebook	NA	NA	NA	N	1

Appendix 3 to Annual EEO Public File Report

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

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

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KTSM-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 sponsors internship programs providing students with hands-on supervised experience in broadcast industry operations across all functional areas. During the Spring 2016 semester, the News Department hosted 1 student from UTEP.
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The station sponsors internship programs providing students with hands-on supervised experience in broadcast industry operations across all functional areas. During the Summer 2016 semester, the News Department hosted 1 student from UTEP. The Production Department hosted 1 student from NMSU.
3	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The station sponsors internship programs providing students with hands-on supervised experience in broadcast industry operations across all functional areas. During the Fall 2016 semester, the Production Department hosted 1 student from UTEP, 1 student from El Paso Community College and 2 students from Riverside Trades & Industry High School. The News Department hosted 1 student from UTEP.