

ANNUAL EEO PUBLIC FILE REPORT
KAMR/KCIT/KCPN
April 1, 2013 through March 31, 2014

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/KCIT/KCPN

The information contained in this Report covers the time period beginning April 1, 2011 to and including March 31, 2012 (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 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, 2013 through March 31, 2014

Station(s) Comprising the Station Employment Unit: KAMR/KCIT/KCPN

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	Video Editor	7/22/13	O	1	A-N, P, R
2	Video Editor	5/20/13	BB	3	A-N, P, R, BB
3	PT Video Editor	5/13/13	R	3	A-N, P, R, BB
4	Photographer	6/10/13	E	4	A-N, P, R, T
5	PT MCO	4/27/13	Q	2	A-N, P, Q
6	PT MCO	8/5/13	I	2	A-N, R
7	PM Production Assistant	8/5/13	R	5	A-N, R, CC
8	Am production Assistant	7/29/13	I	4	A-N, Q, CC
9	FT MCO	4/29/13	Q	2	A-N, Q
10	Morning Producer	8/13/13	R	4	A-N, P, T
11	Photographer	8/28/13	R	4	A-N, P, R
12	PT MCO	10/19/13	U	5	A-N, Q, U
13	Weekend Sports Reporter	10/14/13	R	3	A-P, R
14	Photographer	10/2/13	T	2	A-P, R, T
15	Video Editor/Production Assistant	11/5/13	E	6	A-P, R
16	Video Editor	10/21/13	R	6	A-P, Q, R
17	AM Production Assistant	12/2/13	R	2	A-O, Q, R
18	AM Production Assistant	3/5/14	CC	2	A-O, Q, CC
19	Account Executive	12/20/13	Q	2	A-O, Q, V
20	PT PM Production Assistant	2/6/14	CC	5	A-O, CC

21	PM Audio	1/27/14	T	7	A-O, Q, T
22	PT MCO	2/25/14	D	5	A-O, CC
23	FT MCO	2/9/14	T	2	A-O, T
24	Photographer	3/4/14	CC	1	A-P, CC
25	PT MCO	2/27/14	K	5	A-O, CC
26	Chief Photographer	2/10/14	T	1	A-P, T
27	FT MCO	1/26/14	T	3	A-O, T
28	Graphics Operator	3/3/14	R	2	A-O, R, T
29	FT MCO	3/3/14	T	1	A-O, T
30	Account Executive	3/7/14	R	1	A-O, R

Total Number of Persons Interviewed During Applicable Period: 95

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2013 through March 31, 2014

Station(s) Comprising the Station Employment Unit: KAMR/KCIT/KCPN

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	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	10
E	WTAMU	dskinner@mail.wtamu.edu	Box 60728, Canyon TX 79016	(806) 651-0000	N	9
F	Emmanuel Temple CoGC	None	P.O. Box 5801, Amarillo, Texas 79119	(806) 373-5416	N	0
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	alessa.ross@ttu.edu	Texas Tech University, Lubbock,	(806)742-6500 ext.266	N	0

			TX 79409			
I	My High Plains	presley.watkins@myhighplains.com	1015 S FILLMORE, AMARILLO, TX 79101	(806) 383-3312	N	4
J	NEXSTAR Corp.	tbush@nexstar.tv TERRI BUSH	5215 N. O'Connor Blvd., Suite 1400 Irving, TX 75039	(972)373-8800	N	0
K	KAMR/KCIT/KCPN-TV	Chris Sturgess <CSturgess@kamr.com>; Jay Moore <JMoore@kamr.com>	1015 S FILLMORE, AMARILLO, TX 79101	(806) 383-3312	N	8
L	Tvjobs.com	WWW. Tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	N	1
M	In House	KAMR-TV Bulletin Board	1015 s Fillmore Amarillo, TX 79101	(806)383-3321	N	0
N	TAB	Craig Bean	502 East 11th Street, Suite 200 Austin, TX 78701	(512) 322-9944	Y	0
O	Hirecentric	https://admin.hirecentric.com/	NA	NA	N	0
P	Medialine	WWW. Medialine.com	<i>P.O. Box 51909 Pacific Grove, CA 93950</i>	(800) 237-8073	N	0
Q	Walk in	Na	Na	Na	N	12
R	Employee Referral	NA	NA	NA	N	20
S	Amarillo Globe News	ruth.lynch@amarillo.com	900 S. Harrison Amarillo, TX 79101	(806) 376-4488	N	0
T	Internal Transfer	NA	NA	NA	N	17
U	Job fair	NA	NA	NA	N	4
V	linkedin	https://www.linkedin.com/	NA	NA	N	1
W	Facebook	NA	NA	NA	N	0
X	TEMP AGENCY	NA	NA	NA	N	0
Y	MONSTER.COM	NA	NA	NA	N	0
Z	Lorna Dave agency	www.lornadave.com	PO Box 368	(610) 248-	N	0

			Fogelsville, PA 18051-0368	1317		
AA	Talent Dynamics	www.talentedynamics.com	600 Las Colinas Blvd. Suite 100 Irving, TX 75039 U.S.A.	(214) 640- 3139	N	0
BB	Internship	NA	NA	NA	N	2
CC	rehire	NA	NA	NA	N	7

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2013 through March 31, 2014

Station(s) Comprising the Station Employment Unit: KAMR/KCIT/KCPN

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

	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 (1 student summer), West Texas (3 students 1 summer 1 and 2 spring) and Canyon High (1). The students trained in all functional areas of our operations, including News, Production, Creative Services, Sports and Sales departments.
2	Some employees are cross trained to allow station personnel to acquire skills that could qualify them for higher level positions	The station has allowed cross training to enable station technical personnel to acquire skills that could qualify them for higher level positions. This has resulted in the promotion of a promotions employee to the station Manager position, several MCOs and audio to directors.
3	Participation in at least three job fairs by the station manager, the general manager, operations manager and the director of sales who have substantial responsibility for hiring decisions	Station personnel attended career events in Amarillo on 4/11/13 WTAMU part time job fair, 10/8/13 the Amarillo Job Fair, 10/9/13 Top of Texas Job Fair, 10/10/13 WTAMU Job Fair and 11/8/13 the Amarillo College Job Fair.