**I. VACANCY LIST**

Pursuant to 47 CFR 73.2080(c)(6), the reporting period covered by this report commences December 1, 2015.

See **Master Recruitment Source List** for recruitment source data.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (RS) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>News/Content Specialist</td>
<td>39, 41, 42</td>
<td>39, 39</td>
</tr>
<tr>
<td>Meteorologist/Reporter</td>
<td>1-25, 27, 28, 30, 31, 34, 35, 37, 39, 41, 42</td>
<td>37</td>
</tr>
<tr>
<td>Digital Content Producer</td>
<td>37, 41, 42</td>
<td>37</td>
</tr>
<tr>
<td>Account Executive</td>
<td>37, 41, 42</td>
<td>37, 43</td>
</tr>
<tr>
<td>Assistant News Director</td>
<td>37, 41, 42</td>
<td>37</td>
</tr>
<tr>
<td>Multimedia Journalist</td>
<td>26, 29, 36, 42</td>
<td>37</td>
</tr>
</tbody>
</table>
## II. MASTER LIST OF RECRUITMENT SOURCES

*Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<table>
<thead>
<tr>
<th>Source Number</th>
<th>Organization</th>
<th>Contact Person</th>
<th>Mailing Address</th>
<th>Email Address/Website</th>
<th>Phone Number</th>
<th>Number of Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Alabama State University</td>
<td>Elia Tucker</td>
<td>915 S Jackson St Montgomery, AL</td>
<td><a href="mailto:etucker@alsu.edu">etucker@alsu.edu</a></td>
<td>334-229-4156</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Amarillo College</td>
<td>Don Abel</td>
<td>PO Box 7447 Amarillo, TX 79179</td>
<td><a href="mailto:ddabel@actx.edu">ddabel@actx.edu</a></td>
<td>806-371-5298</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>American Broadcasting School</td>
<td>Michelle McConnell</td>
<td>712 W. Watson Rd. Arlington, TX 76011</td>
<td><a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a></td>
<td>817-685-2474</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Angelo State University</td>
<td>Julie Ruthenbeck</td>
<td>ASU Station #11026 San Angelo, TX 76909</td>
<td><a href="mailto:career_development@angelo.edu">career_development@angelo.edu</a></td>
<td>325-942-2255</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Baylor University</td>
<td>Michelle McMenomie</td>
<td>One Bear Place #97036 Waco, TX 76706</td>
<td><a href="mailto:bmcbean@baylor.edu">bmcbean@baylor.edu</a></td>
<td>254-710-8666</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Eastern New Mexico University</td>
<td>Susan Larson</td>
<td>ENMU Station # 34 Portales, New Mexico 88130</td>
<td><a href="mailto:careerandcounseling.inter@enmu.edu">careerandcounseling.inter@enmu.edu</a></td>
<td>505-562-1011</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Laredo Community College</td>
<td>Gloria Perez</td>
<td>West End Washington Street Laredo, TX 78040</td>
<td><a href="mailto:gloria.perez@laredo.edu">gloria.perez@laredo.edu</a></td>
<td>956-721-5135</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Lubbock Christian University</td>
<td>Sheila Dye</td>
<td>5601 19th St. Lubbock, TX 79423</td>
<td><a href="mailto:sheila.dye@lcu.edu">sheila.dye@lcu.edu</a></td>
<td>806-720-7215</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Midland College</td>
<td>Lupe Daniels</td>
<td>3600 N Garfield Midland, TX 79705</td>
<td><a href="mailto:ldaniels@midland.edu">ldaniels@midland.edu</a></td>
<td>432-685-4716</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Midwestern State University</td>
<td>Sara Ward</td>
<td>3410 Taft Wichita Falls, TX 79701</td>
<td><a href="mailto:careermanagement@mwus.edu">careermanagement@mwus.edu</a></td>
<td>940-397-4407</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Odessa College</td>
<td>Chip Carlson</td>
<td>201 W University Odessa, TX 79764</td>
<td><a href="mailto:gmartinez@odesa.edu">gmartinez@odesa.edu</a></td>
<td>432-335-6853</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Oklahoma State University</td>
<td>Career Services</td>
<td>3650 Student Union Stillwater, OK 74078</td>
<td><a href="mailto:careers@okstate.edu">careers@okstate.edu</a></td>
<td>405-744-2242</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>San Antonio College</td>
<td>Brittan Clauss</td>
<td>1300 San Pedro Ave San Antonio, TX 78212</td>
<td><a href="mailto:bciauss1@alamo.edu">bciauss1@alamo.edu</a></td>
<td>210-785-6021</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Southwestern University</td>
<td>Roger Young</td>
<td>PO Box 770 Georgetown, TX 78627</td>
<td><a href="mailto:career_servicer@southwestern.edu">career_servicer@southwestern.edu</a></td>
<td>512-863-6511</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Sul Ross University</td>
<td>J Rueb</td>
<td>UC 211C Box C-171 Alpine, TX 79832</td>
<td><a href="mailto:jrueb@sulross.edu">jrueb@sulross.edu</a></td>
<td>432-637-6178</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Tarleton State University</td>
<td>Shannon M</td>
<td>Box T550 Stephenville, TX 76402</td>
<td><a href="mailto:careers@tarleton.edu">careers@tarleton.edu</a></td>
<td>254-666-9078</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Texas A&amp;M University</td>
<td>Tina Boitnott</td>
<td>PO Box 3011 Commerce, TX 75429</td>
<td><a href="mailto:tina.boitnott@tamuc.edu">tina.boitnott@tamuc.edu</a></td>
<td>903-886-5014</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Texas Tech University</td>
<td>Amanda Perez</td>
<td>Box 43082 Lubbock, TX 79486</td>
<td><a href="mailto:ac.perez@ttu.edu">ac.perez@ttu.edu</a></td>
<td>806-742-6500</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>United Methodist Church</td>
<td>Robin Combs</td>
<td>4910 Cobbs Dr. Waco, TX 76710</td>
<td><a href="mailto:wesleyumc-2007@hbxglobal.net">wesleyumc-2007@hbxglobal.net</a></td>
<td>254-754-1822</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>University of Central Oklahoma</td>
<td>Beth Waddell</td>
<td>100 N University Dr. Box 128 Edmond, OK 73034</td>
<td><a href="mailto:careers@uco.edu">careers@uco.edu</a></td>
<td>405-974-3346</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>University of North Texas</td>
<td>Dan Naegeli</td>
<td>PO Box 310859 Denton, TX 76203</td>
<td><a href="mailto:careercenter@unt.edu">careercenter@unt.edu</a></td>
<td>940-565-2105</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>University of Texas Austin</td>
<td>Christina Worle</td>
<td>1 University Station Austin, TX 78712</td>
<td><a href="mailto:ccsmain@austin.utexas.edu">ccsmain@austin.utexas.edu</a></td>
<td>512-417-9421</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>University of Texas El Paso</td>
<td>George Barton</td>
<td>500 W. University 103 W Union Blvd El Paso, TX 79902</td>
<td><a href="mailto:careers@utep.edu">careers@utep.edu</a></td>
<td>915-747-5640</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>University of Texas Permian Basin</td>
<td>Tony Love</td>
<td>4901 E. University Blvd. Odessa, TX 79762</td>
<td><a href="mailto:careerservices@utpb.edu">careerservices@utpb.edu</a></td>
<td>432-552-3034</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>West Texas A&amp;M</td>
<td>Leigh Browning</td>
<td>WTAMU Box 60747 Canyon, TX 79801</td>
<td><a href="mailto:lbrowning@mail.wtamu.edu">lbrowning@mail.wtamu.edu</a></td>
<td>806-651-2412</td>
<td></td>
</tr>
</tbody>
</table>

**ADDITIONAL SOURCES**
<table>
<thead>
<tr>
<th></th>
<th>Asian American Journalist Association</th>
<th><a href="http://www.aajia.org">www.aajia.org</a></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>27</td>
<td>Cen-Tex Hispanic Chamber</td>
<td>Sonia Fuentes</td>
<td><a href="mailto:soniaf@wacohispanicchamber.com">soniaf@wacohispanicchamber.com</a></td>
</tr>
<tr>
<td>28</td>
<td>Illinois Center for Broadcasting</td>
<td>Carl Jackson</td>
<td><a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a></td>
</tr>
<tr>
<td>29</td>
<td>Linkedin</td>
<td>Donna Tadlock</td>
<td><a href="http://www.linkedin.com">www.linkedin.com</a></td>
</tr>
<tr>
<td>30</td>
<td>Midland Chamber of Commerce Economic Development</td>
<td>Amber</td>
<td><a href="mailto:amber@midlandhcc.com">amber@midlandhcc.com</a></td>
</tr>
<tr>
<td>31</td>
<td>Midland Workforce</td>
<td>Graciela Cheauma</td>
<td><a href="mailto:graciela.san@nva.chauma">graciela.san@nva.chauma</a>@twe.com</td>
</tr>
<tr>
<td>32</td>
<td>My Next Job Spot</td>
<td><a href="http://www.mynextjobspot.com">www.mynextjobspot.com</a></td>
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<tr>
<td>33</td>
<td>Native American Journalist Association</td>
<td>Rebecca Landsberry</td>
<td><a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a></td>
</tr>
<tr>
<td>34</td>
<td>Texas Association of Broadcasters</td>
<td>Craig Bean</td>
<td><a href="mailto:craig@tab.org">craig@tab.org</a></td>
</tr>
<tr>
<td>35</td>
<td>TSTC Abilene</td>
<td>Julia Humphrey</td>
<td><a href="mailto:julia.humphrey@tstc.edu">julia.humphrey@tstc.edu</a></td>
</tr>
<tr>
<td>36</td>
<td>TV Jobs.com</td>
<td><a href="http://www.tvjobs.com">www.tvjobs.com</a></td>
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**KWES SOURCES**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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<tbody>
<tr>
<td>37</td>
<td>Referrals</td>
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<td>38</td>
<td>Internal Transfers</td>
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<td>39</td>
<td>Faceook</td>
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<td>40</td>
<td>Television Ad</td>
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<td>41</td>
<td>Job Fairs</td>
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<td>42</td>
<td>Station Website</td>
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<td>43</td>
<td>Walk-in</td>
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</tbody>
</table>

**TOTAL:** 24
SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 22, 2016

Describe Nature of Initiative:

TAB Career Expo at San Antonio College

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

Attended a career fair at San Antonio College. Spoke with attendees about current full time job opportunities and internship opportunities. Collected resumes.

Names of Station Personnel involved in Initiative:

Diana Gonzalez- Business Office Coordinator
Veronica Herrera- News Operations Manager
SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 31, 2016

Describe Nature of Initiative:

UTPB Spring Job Fair

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

Attended a job fair at the University of Texas of the Permian Basin. Spoke with attendees about current full time job opportunities and internship opportunities. Collected resumes.

Names of Station Personnel involved in Initiative:

Diana Gonzalez- Business Office Coordinator
Veronica Herrera- News Operations Manager
James Doughty- News Director
Rene Santana- General Sales Manager
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:
Full-time job postings on minority website

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):
All job postings are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:
Asian American Journalist Association (AAJA)

Names of Station Personnel involved in Initiative:
Diana Gonzalez – Business Office/EEO Coordinator
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:
One hour public affairs show for West Texas.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):
On-air talent Johnnie Lou Boyd has hosted West Texas View for 25 years.

PSA PROGRAMS
January 2016
(weekly from 5:30 – 6:00 a.m.)

PROGRAM: WEST TEXAS VIEW
DATE AIRED: January 3, 2015
LENGTH: 30 MIN
GUEST NAMES: Scott Jones, Director of Economic Development
ORGANIZATION: Odessa Chamber of Commerce
PURPOSE OF THE ORGANIZATION: To support and enhance the business community and economic development
PROGRAM DESCRIPTION: Discussing the accomplishments of the past year in Odessa and Ector County business development and look ahead

PROGRAM: WEST TEXAS VIEW
DATE AIRED: January 10, 2016
LENGTH: 30 MIN
GUEST NAMES: Sharon Humphrey, VP,
ORGANIZATION: Permian Basin Opera
PURPOSE OF ORGANIZATION: To provide classical theater and operatic performances
DESCRIPTION OF PROGRAM: Discuss a partnership between Midland College and PB Opera in providing a class in opera appreciation.
PROGRAM: WEST TEXAS VIEW
DATE AIRED: January 17, 2016
LENGTH: 30 MIN
GUEST NAMES: Bobby Burns – Pres. MC of C, Nelwyn Barnett – Membership Director
ORGANIZATION: Midland Chamber of Commerce
PURPOSE OF ORGANIZATION: To enhance, support business and industry, and to work toward the economic development of Midland
DESCRIPTION OF PROGRAM: Discussion of the Chamber structure and work and how it is a member run organization. How to get involved.

PROGRAM: WEST TEXAS VIEW
DATE AIRED: January 24, 2016
LENGTH: 30 MIN
GUEST NAMES: Bobby Burns, Gaylia Olivas – Director of CVB
ORGANIZATION: Midland Chamber of Commerce Convention and Visitors Bureau
PURPOSE OF ORGANIZATION: To enhance, support the tourism development of Midland
DESCRIPTION OF PROGRAM: Discussion of the Chamber Convention and Visitors Bureau and the work it does and the economic value of tourism.

PROGRAM: WEST TEXAS VIEW
DATE AIRED: January 31, 2016
LENGTH: 30 MIN
GUEST NAMES: Bobby Burns, Brad Barnett - Director of Midland Center
ORGANIZATION: Midland Chamber of Commerce Midland Center
PURPOSE OF ORGANIZATION: To enhance, support the economic, tourism, and quality of life development of Midland
DESCRIPTION OF PROGRAM: Discussion of the Midland Center history, the vision for the new construction, and how widely it is used with great versatility.

PSA PROGRAMS
February 2016
(weekly from 5:30 – 6:00 a.m.)

PROGRAM: WEST TEXAS VIEW
DATE AIRED: February 7, 2015
LENGTH: 30 MIN
GUEST NAMES: Dr. Bobby Jain, Psychiatrist
ORGANIZATION: TTUHSC Medical School and Clinical Practice
PURPOSE OF THE ORGANIZATION: Medical school training for doctors and allied health professionals with a clinical practice by teaching doctors.
PROGRAM DESCRIPTION: Discussion of the dangers of sexting by young people and how it contributes to a low self worth, suicide, and other problems.
PROGRAM: WEST TEXAS VIEW  
DATE AIRED: February 14, 2016  
LENGTH: 30 MIN  
GUEST NAMES: Dr. Natalia Schlabritz Lutsevich, OB-GYN  
ORGANIZATION: TTUHSC Medical School and Research Division  
PURPOSE OF ORGANIZATION: Medical training for doctors and allied health professionals with a clinical practice by teaching doctors.  
DESCRIPTION OF PROGRAM: Discussion of most recent research on placentas and their role and abuse while in the stages of pregnancy. This is research being done at TTUHSC and linked with other researchers working on the same research throughout the US and the world centers of medical research. This is what every pregnant woman should know about how important the placenta is to the short and long-term health and well-being of the baby. In particular, the research has shown how alcohol and drugs affect it.

PROGRAM: WEST TEXAS VIEW  
DATE AIRED: February 21, 2016  
LENGTH: 30 MIN  
GUEST NAMES: Dr. Natalia Schlabritz Lutsevich, OB-GYN  
ORGANIZATION: TTUHSC Medical School and Research Division  
PURPOSE OF ORGANIZATION: Medical training for doctors and allied health professionals with a clinical practice by teaching doctors.

DESCRIPTION OF PROGRAM: Discussion of the research being done about how the fetus thrives or suffers through the placenta from various intrusions: diet, alcohol, drugs, injuries to the mother, etc. Needed information for pregnant women.

PROGRAM: WEST TEXAS VIEW  
DATE AIRED: February 28, 2016  
LENGTH: 30 MIN  
GUEST NAMES: Erika Thomas, CEO  
ORGANIZATION: Midland/Odessa Links to the Homeless  
PURPOSE OF ORGANIZATION: A United Way non-profit run by a partnership within city and county governments of Midland, Odessa to identify and assist the homeless in the Permian Basin...especially the homeless school age children and families.

DESCRIPTION OF PROGRAM: Discussion of the degree of homelessness in the Permian Basin and how many young people are affected by this; and how the agency is reaching out to these people, finding resources for them, and working with other agencies such as churches, food banks, etc., to give them the support they need to get into a home and a job.
PSA PROGRAMS
March 2016
(weekly from 5:30 – 6:00 a.m.)

PROGRAM: WEST TEXAS VIEW
DATE AIRED: March 6, 2016
LENGTH: 30 MIN
GUEST NAMES: Stephanie Rivas, Marketing Director
ORGANIZATION: Wagner Noel Performing Arts Center - UTPB
PURPOSE OF THE ORGANIZATION: Affordable performing arts across broad spectrum of events open to the public.
PROGRAM DESCRIPTION: Discussion of the upcoming events and ticket purchase information.

PROGRAM: WEST TEXAS VIEW
DATE AIRED: March 13 and 20, 2016
LENGTH: 30 MIN (two 30 minute programs)
GUEST NAMES: Dr. Dorothy Jackson, Chair, Nursing Program
ORGANIZATION: The University of Texas-Permian Basin
PURPOSE OF ORGANIZATION: Professional nurses’ training, education and certification
DESCRIPTION OF PROGRAM: The first program delved into the various nursing programs, qualifications, how to apply; the second program delved into the requirements to finish the programs and all about the clinical practice, state Boards, and employment opportunities.

PROGRAM: WEST TEXAS VIEW
DATE AIRED: March 27, 2016
LENGTH: 30 MIN
GUEST NAMES: Dr. Natalia Schlabritz Lutsevich; Dr. Paul Brownbill
ORGANIZATION: TTUHSC Medical School Research Division
PURPOSE OF ORGANIZATION: Medical training for doctors and allied health professionals with a clinical practice by teaching doctors; government funded research
DESCRIPTION OF PROGRAM: Dr. Natalia introduced Dr. Paul Brownbill from Manchester England who is here through a special cooperative grant between England and the US to work with the research scientists at TTUHSC in fetal and placenta research, particularly how pharmaceuticals affect the placenta and fetus. They discussed how this project’s findings have the potential to change the way medicines are given to pregnant women and greater understanding of the health of the baby in the womb because of a healthy fetus and placenta. They outlined the next steps are to then educate doctors.

Names of Station Personnel involved in Initiative:

Johnnie Lou Boyd - On-air talent
Gerald Battles - Production
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

KWES, LLC Station Tours

KWES, LLC employees speak about what their job entails and answer questions about what it is like to work in Broadcast Television.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

Station tour given to groups of the Crane ISD.

Names of Station Personnel involved in Initiative:

James Doughty – News Director
Damien Lee Lodes – Chief Meteorologist
Victor Lopez - Anchor
Caitlin Williams - Anchor
**III. SUPPLEMENTAL OUTREACH INITIATIVES**

<table>
<thead>
<tr>
<th>Date(s) of Initiative Event(s):</th>
<th>Ongoing</th>
</tr>
</thead>
</table>
| Describe Nature of Initiative: | KWES, LLC personnel speaking engagements  
KWES, LLC employees speak at various events throughout the year, as well as emcee/host events. |
| Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations): | James Doughty was speaker at Upward Bound Program at Midland College.  
Chief Meteorologist Damien Lee Lodes: Meteorology; Speaker at:  
12/7 Lamar Elementary, Midland  
12/8 Emerson Elementary, Midland  
12/8 Burnet Elementary, Midland  
12/9 Crockett Elementary, Midland  
12/9 Pease Elementary, Midland  
12/9 Henderson Elementary, Midland  
12/10 Bowie Elementary, Midland  
12/10 Scharbauer Elementary, Midland  
12/10 Greathouse Elementary, Midland  
12/11 Travis Elementary, Midland  
12/11 Fasken Elementary, Midland  
12/11 Long Elementary, Midland  
12/11 Fannin Elementary, Midland  
12/17 Parker Elementary, Midland  
2016  
2/22 Dowling Elementary, Odessa  
2/23 Gonzales Elementary, Odessa |
2/24 Burleson Elementary, Odessa
2/25 Ross Elementary, Odessa
2/26 Pease Elementary, Odessa
2/29 Cavazos Elementary, Odessa
3/1 Zavala Elementary, Odessa
3/2 Noel Elementary, Odessa
3/3 Santa Rita Elementary, Odessa
3/14 Cameron Elementary, Odessa
3/15 Burnet Elementary, Odessa
3/16 Travis Elementary, Odessa
3/16 Bonham Elementary, Midland
3/18 Goliad Elementary, Odessa
3/21 Midland Christian School
3/23 Fannin Elementary, Midland
3/24 Fannin Elementary, Midland
3/28 Burnet Elementary, Midland

Names of Station Personnel involved in Initiative:
Damien Lee Lodes – Chief Meteorologist