

**KMSS-TV**  
**EEO PUBLIC FILE REPORT**  
**September 1, 2020 – January 31, 2021<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 3	3
Account Executive	2, 3	3

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<sup>1</sup> This report is abbreviated to reflect the time period during which Mission Broadcasting, Inc. has been the licensee of the station. See FCC File No. BALCDT - 20200408AAL.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	KMSS website www.arklatexhomepage.com/kmss-fox-33/	No	0
2	KMSS On-Air announcements	No	4
3	Nexstar.com	No	10
4	Indeed.com	No	0
5	Word of Mouth	No	0
6	Social Media/Facebook	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>14</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Job Shadow	On October 9, 2020, a community member participated in a KMSS job shadow to gain a better understanding of the role of an Account Executive. The community member had the opportunity to ask questions about the Account Executive position specifically and careers in broadcasting generally.
<b>2</b>	Job Shadow	On October 16, 2020, a community member participated in a KMSS job shadow to gain a better understanding the role of an Account Executive. The community member had the opportunity to ask questions about the Account Executive position specifically and careers in broadcasting generally.
<b>3</b>	EEO Training for Management-Level Employees	All KMSS staff were required to complete an EEO training, which included a discussion of how to avoid sexual harassment in the workplace, by October 1, 2020.