

**KAUZ, LLC**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 through March 31, 2024**

**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>
MMJ Reporter	1-3, 8, 14	13
Weekend Meteorologist	1-3, 5, 8, 10, 11, 14, 16, 18, 19, 22	13
Meteorologist	1-3, 8, 14, 20, 22	13
News Content Specialist (2 positions)	1-3, 5, 8, 14, 20	5, 5
Creative Service Director	1-5, 8, 14, 20	5
Account Executive	1-5, 14, 20	5
News Producer	1-5, 8, 14, 20	5
MMJ Reporter	1-4, 8, 9, 14, 16, 17, 20	14
Digital Content Producer	1-5, 8, 9, 14, 17, 20	8
News Content Specialist	1-5, 8, 9, 14, 20	13
News Content Specialist	1-3, 5, 8, 14, 20	5
Digital Content Producer	1-5, 8, 9, 12, 14, 20	5
Sports Director	1-5, 8, 9, 14, 16, 17, 20	20
Newscast Director	1-3, 5, 14, 20	5
Photographer	1-3, 5, 8, 14, 20	5

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Division of Vocational Rehabilitation, 1332 NW 53 <sup>rd</sup> St., Lawton, OK 73505, 580-585-4213, Debra Leffler, <a href="mailto:dleffler@okdrs.gov">dleffler@okdrs.gov</a>	Y	
2	Public Private Partnership Office, Bldg. 4700 Mow Way Rd., 3 <sup>rd</sup> Floor, Ft. Sill, OK 73503, 580-558-7101, Shannon Jackson, <a href="mailto:Shannon.s.jackson.crt@mail.mil">Shannon.s.jackson.crt@mail.mil</a>	Y	
3	Providence Baptist Church of Burkburnett, PO Box 427, Burkburnett, TX 76354, 940-569-1231, Pastor Carl E. English Sr., <a href="mailto:ceenglish@yahoo.com">ceenglish@yahoo.com</a>	Y	
4	Cameron University, <a href="https://www.collegecentral.com/cameron/">https://www.collegecentral.com/cameron/</a>	N	
5	Indeed; Indeed.com	N	19
6	Internal Candidates	N	1
7	Job/Career Fairs	N	
8	KAUZ website, <a href="http://newschannel6now.com">newschannel6now.com</a>	N	2
9	Midwestern State University Texas, <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
10	University of Incarnate Word <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
11	The University of Michigan <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
12	Oklahoma State University <a href="https://okstate.12twenty.com/hire">https://okstate.12twenty.com/hire</a>	N	
13	Referrals (employees, clients, internships)	N	14
14	Texas Association of Broadcaster, <a href="http://tab.org">tab.org</a>	N	2
15	Texas Workforce Solutions, 4309 Old Jacksboro Hwy, suite 300, Wichita Falls, TX 76302, 940-322-1801 <a href="mailto:Thomas.Ostovich@ntxworksolutions.org">Thomas.Ostovich@ntxworksolutions.org</a> ; <a href="mailto:Christine.Gerber@ntxworksolutions.org">Christine.Gerber@ntxworksolutions.org</a> ; <a href="mailto:sherry.dunn@tvc.texas.gov">sherry.dunn@tvc.texas.gov</a>	N	
16	The University of Oklahoma, <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
17	University of North Texas <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Valparaiso University <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
19	Villanova University <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	
20	Wichita Falls Chamber of Commerce, 900 8 <sup>th</sup> St., Suite 100, Wichita Falls, TX 76301, 940-723-2741 <a href="https://wichitafallschamber.com/jobs/">https://wichitafallschamber.com/jobs/</a>	N	1
21	Miscellaneous websites/Scrapings	N	
22	Mississippi State University Career Center 300 Montgomery Hall Mississippi State, MS 39762, 662-325-3344 <a href="https://msstate-csm.symphlicity.com/employers">https://msstate-csm.symphlicity.com/employers</a>	N	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			39

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participated in career/job fairs	<ul style="list-style-type: none"><li>• Jul. 13, 2023 – Workforce Solutions North Texas, 2023 Partner Up Community Job Fair – Bus. Office Manager/HR &amp; Chief Engineer</li><li>• Nov. 9, 2023 – Workforce Solutions North Texas, “Hiring Red, White, &amp; You!” – Bus. Office Manager/HR</li><li>• Mar. 7, 2024 – Cameron University 2024 Red River Career Expo. – Asst. News Dir.</li><li>• Mar. 26, 2024 – UNT Spring 2024 Professional Networking Series: Communications – Asst. News Dir.</li></ul>
<b>2</b>	Participated in events sponsored by educational institutes.	<ul style="list-style-type: none"><li>• May 18, 2023 – Zundy Elementary Career Day – Meteorologist</li><li>• Nov. 3, 2023 – Jefferson Elementary Career Camp - Meteorologist</li><li>• Feb., 12, 2024 - Midwestern State University Department of Mass Communication “An Evening with MCOM” - Dir. of News Operations, Asst. News Dir.</li><li>• Mar. 8, 2024 – Booker T Washington Elementary Career Day – Meteorologist</li></ul>
<b>3</b>	Internship Programs	<ul style="list-style-type: none"><li>• Summer Semester 2023 – Two students from Midwestern State University, one from George Washington University, and one from Trinity University interned in News. – Supervised by Asst. News Director.</li><li>• Spring Semester 2024 – One student from Midwestern State University interned in</li></ul>

		News – Supervised by Asst. News Director.
4	Participated in trainings and workshops designed to help managers and employees broaden their skills to do their jobs.	<ul style="list-style-type: none"> <li>• May 30, 2023 – NAB Diversity Speaks – Bus. Office Manager/HR</li> <li>• Jun. 27-28, 2023 -Gray News Training, workshops geared towards advanced skill sets. – Photographer, MMJ, Anchor, Asst. News Dir.</li> <li>• Sept. 26 - Oct. 3, 2023 - Gray News Training, “Finding Great Characters” - MMJs</li> </ul>
5	Station Tours meant to educate schools and the general public on careers in broadcasting	<ul style="list-style-type: none"> <li>• Jan. 31, 2024 - Bradford Elementary School gifted/talented class.</li> </ul>