

KOSA/KCWO/KTXC
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

I. VACANCY LIST

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

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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	www.cbs7.com (station Website)	No	0
2	Recruiting Trips	No	0
3	Walk-Ins	No	0
4	Word of Mouth	No	5
5	Current Company Employee	No	0
6	Employee Recommendation	No	5
7	Current Company Intern	No	0
8	Job Fairs	No	20
9	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177	No	0
10	Odessa College Career Center No 201 E. University Blvd. Odessa, TX 79763 (432) 335-6400	No	0
11	University of Texas (UTPB) Career Center 4901 E. University Blvd. Odessa, TX 79762 (432) 552-2106	No	0
12	Midland College Career Center 3600 Garfield Midland, TX 79705 (432) 685-4500	No	0
13	Lubbock Christian University Career Center 5601 19 th Street Lubbock, TX 79407 (806) 796-8800	No	0
14	Texas Tech University Career Center 2500 Broadway Lubbock, TX 79409 (806) 742-1480	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	San Angelo State University Career Center 2601 W. Avenue N. San Angelo, TX 76901 (800) 946-8627	No	0
16	Abilene Christian University Career Center 1600 Campus Court Abilene, TX 79699 (325) 674-2000	No	0
17	South Plains College Career Center 1401 College Avenue Levelland, TX 79336 (806) 716-4606	No	0
18	Texas Tech University 2500 Broadway Lubbock, TX 79409 (806-742-1480	No	0
19	Abilene Christian University 1600 Campus Court Abilene, TX 79699 (325) 674-2000	No	0
20	San Angelo State University 2601 N. Avenue N. San Angelo, TX 76901 (800) 946-8627	No	0
21	Gray Television Group, LLC www.gray.tv/applynow	No	75
22	Texas Workforce Center 2626 JBS Parkway Bldg. D. Odessa, TX 79763 (432) 367-3332	No	0
23	Texas Association of Broadcasters www.tab.org	No	0
24	Corporate Recruiter	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			105

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Virtual Job Fairs	On June 18 th , October 1, October 15 th , November 19 th , December 3, January 14, January 28, Personnel with hiring authority had a virtual Job Fair with the Texas Workforce Commission. Those having an interest in working for KOSA were given the opportunity to send in a resume and ask questions virtually.
2	Virtual Job Fairs	On September 30 th and March 24 th Personnel with hiring authority, has a virtual Job Fair with the UTPB. Those having an interest in working for KOSA were given the opportunity to send in a resume and ask questions virtually.
3	FCC's Equal Employment Opportunity Rules Training.	On November 19, 2020, our Office Manager participated in the FCC's Equal Employment Opportunity Rules training presented by Joan Stewart of Wiley Rein, LLP. The training included proper recruitment, recordkeeping, and reporting for EEO compliance.
4	EEO Management Training	July 9 - August 4, 2020 – our General Manager and News Director participated in a training series "Foundations in Diversity, Equity and Inclusion" from AdAway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.

