

KOSA/KCWO/KWWT/KTXC-FM/KMDF-LD/KTLE-LD
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Digital Content News Producer	1-11	10
Technical Media Producer (Associate)	1-11	4
Marketing/Creative Services Manager	1-11	10
Multimedia Consultant	1-11	10
Multimedia Consultant (Bilingual)	1-11	10
Meteorologist	1-11	10
Multimedia Journalist	1-11	10
Local Sales Manager	1-11	5
Digital Sales Manager	1-11	8
Local Sales Manager	1-11	10
National Sales Assistant	1-11	10
Engineer - IT	1-11	10
Intern	1-11	10
Multimedia Journalist	1-11	10

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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	20
3	Walk Ins	NO	0
4	Word of Mouth	NO	5
5	Current Company Employee	NO	1
6	Employee Recommendation	NO	4
7	Current Company Intern	NO	2
8	Job Fairs	NO	20
9	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177	NO	10
10	Gray Media Group Inc. www.gray.tv/careers automatically posted on Indeed.com	NO	50
11	Texas Association of Broadcasters www.tab.org	NO	20
TOTAL INTERVIEWEES OVER REPORTING PERIOD			113

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Job Fairs	<p>On April 6, 2022, our Office Manager, News Director, Operations Manager and Creative Services Director, Participated in a Career Fair with University of Texas at the Permian Basin.</p> <p>On April 12, 2022, our Office Manager and News Director participated in an in-person career fair for Odessa College.</p> <p>On April 28, 2022, our Office Manager and News Director participated in an in-person career fair for Midland College</p> <p>On March 21, 2023, our Office Manager and News Director and Operations Manager participated in an in-person career fair for University of Texas at the Permian Basin</p> <p>On February 21, 2023, Our News Director participated in an in person career fair for Texas Tech University.</p> <p>Those having an interest in working for KOSA were given the opportunity to ask questions and leave resumes with station managers regarding the open positions we have available.</p>
2	In-Class Career Presentations	<p>KOSA's team of meteorologists conducts visits and talk at schools with participants ranging in age from pre-school to college level. The students are informed on how the weather is given and the requirements to become a broadcast meteorologist. Our meteorologists visited the following schools and spoke with students about being a meteorologist and about the weather segments and about a career in Meteorology and television.:</p> <ul style="list-style-type: none">• Hays Stem Academy on January 6, 2023

		<ul style="list-style-type: none"> • Casas De Amigos June 28, 2022 • Westminster Presbyterian July 12, 2022
3	Gray Media Group Intern Program	<p>The Gray Media Group internship program is a comprehensive introduction to the television news profession. Interns are exposed to various journalism, technical and business concepts and given the opportunity to participate in a hand on program. Interns typically shadow all of the newsroom jobs over 100 hours per semester period. The intern will be given the opportunity to participate in news gathering, writing and video editing. At the end of the internship, we encourage the intern to produce a "resume" tape of their work.</p> <p>During the reporting period, two interns worked in the KOSA news department.</p>
4	Event or program sponsored by educational institution relating to broadcasting careers.	<p>During this year, there were multiple tours led by the news department, listed below. On the tour, students learn about the different aspects of the news department and other departments in the station.</p> <p>On June 02, 2022, Our Main Anchor gave a tour to a Make a Wish Recipient and showed them the station and what it takes to become a reporter and news anchor.</p> <p>On April 12, 2022, our General Manager gave a station tour to the University of Texas at the Permian Basin Marketing Club and informed them what happens in sales and what it takes to become a good salesperson.</p>