

KOSA/KCWO/KTXC
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019

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
Multi Media Journalist	1-33	21
Multi Media Journalist	1-33	21
Multi Media Journalist	1-33	21
Photographer	1-33	4
Photographer	1-33	3
Photographer	1-33	4
News Director	1-33	9
Master Control Operator	1-33	21
Master Control Operator	1-33	6
Master Control Operator	1-33	1
Master Control Operator	1-33	6
Weekend Anchor	1-33	5
Weekend Meteorologist	1-33	2
Sports Anchor/MMJ	1-33	2
Producer	1-33	4
Producer	1-33	4
Producer	1-33	4
Account Executive	1-33	6
Account Executive	1-33	6
Account Executive	1-33	6
Account Executive	1-33	1
Account Executive	1-33	6
Local Sales Manager	1-33	5
Digital Sales Manager	1-33	24
Bilingual Reporter	1-33	4
National Sales Assistant	1-33	6
National Sales Assistant	1-33	4
National Sales Assistant	1-33	5
National Sales Assistant	1-33	4
Assignments Manager	1-33	4
Assignments Manager	1-33	4

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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	2
2	Recruiting Trips	No	2
3	Walk-Ins	No	1
4	Word of Mouth	No	10
5	Current Company Employee	No	3
6	Employee Recommendation	No	7
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	15
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 All jobs posted to Gray are automatically posted to Indeed.com	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	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			136

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	KOSA Intern Program	<p>The KOSA news department 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 a 100 hour 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, three interns worked in the KOSA news department.</p>
2	Midland College Journalism Class Presentations	<p>At least once each semester, KOSA personnel speak to journalism students at Midland College to discuss matters relating to careers in broadcasting.</p> <p>On May 05, 2018, KOSA staff gave a presentation that covered the educational requirements for positions at KOSA, techniques for developing effective presentation and writing skills, and expected salary ranges for new journalism graduates in the broadcasting field.</p>
3	Participated in Job Fairs	<p>March 29, 2019 – Office Manager and Assignments Manager manned a booth at the UTPB Job Fair in which potential employees will have a chance to ask questions and fill out an application for employment.</p>
4	Participated in Job Fairs	<p>Personnel with hiring authority from a range of KOSA departments represented the station at the two local college job fairs listed below. At</p>

		<p>the fairs, they answered inquiries on behalf of the station related to general job requirements in the different departments. Those having an interest in working for KOSA were given the opportunity to fill out an application.</p> <p>September 12, 2018 - Midland Youth Career Fair</p> <p>August 18, 2018 - Hardin Simmons University</p>
5	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>12/13/18- Odessa High School, Special Ed Class</p> <p>05/07/18 - ECISD Junior High</p> <p>04/16/18 - Rankin ISD Juniors</p> <p>09/12/18 and 09/17/18 - United Home School junior high students</p>