

## **KOSA-TV**

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KOSA-TV Odessa/Midland and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning March 31, 2015 to and including March 31, 2016 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by email.

**KOSA-TV, Odessa, Texas**  
**EEO PUBLIC FILE REPORT**  
(March 31,2015 to March 31,2016)

**FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED**  
**[With Hiree's Recruitment Source Noted in Brackets]**

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Director	A-AA	D
News Producer	A-AA	H
Photographer	A-AA	A
Master Control Operator	A-AA	T
Associate Producer	A-AA	C
National Sales Assistant	A-AA	D
Reporter/Multi Media Journalist	A-AA	C
Weekend Sports Anchor	A-AA	C
Accounting/HR	A-AA	T
Account Executive	A-AA	T
News Producer	A-AA	F
Master Control Operator	A-AA	E
National Sales Assistant	A-AA	T
Account Executive	A-AA	E
Digital Content Producer	A-AA	C
Accounting/HR	A-AA	D
Reporter/Multi Media Journalist	A-AA	E
Reporter/Multi Media Journalist	A-AA	H
Reporter/Multi Media Journalist	A-AA	C
News Anchor	A-AA	C
Weather Anchor	A-AA	E
Master Control Operator	A-AA	E
Assistant News Director	A-AA	D
National Sales Assistant	A-AA	D
Producer	A-AA	E

**RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES**

	<b>Recruitment Source</b>	<b>Total Number of Interviewees From This Source</b>
A	www.cbs7.com (station website)	2
B	Walk Ins	0
C	Word of Mouth	14
D	Current Company Employee	4
E	Employee Recommendation	10
F	Current Company Intern	1
G	Job Fairs	0

	<b>Recruitment Source</b>	<b>Total Number of Interviewees From This Source</b>
H	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177	4
I	Media Line P.O. Box 51909 Pacific Grove, CA 93950 (800) 237-8073	0
J	Texas Workforce Center 2408 N. Big Spring Midland, Texas 79705 (432) 687-3003	0
K	Texas Workforce Center 2626 JBSParkway Bldg. D Odessa, Texas 79761 (432) 367-3332	0
L	Odessa College Career Center 201 E. University Blvd. Odessa, TX 79763 (432) 335-6400	0
M	University of Texas (UTPB) Career Center 4901 E. University Blvd. Odessa, Texas 79762 (432) 552-2106	0
N	Midland College Career Center 3600 Garfield Midland, Texas 79705 (432) 685-4500	0
O	Lubbock Christian University Career Center 5601 19 <sup>th</sup> Street Lubbock, TX 79407 (806) 796-8800	0
P	Texas Tech University Career Center 2500 Broadway Lubbock, TX 79409 (806) 742-1480	0
Q	San Angelo State University Career Center 2601 W. Avenue N. San Angelo, TX 76901 (800) 946-8627	0

	<b>Recruitment Source</b>	<b>Total Number of Interviewees From This Source</b>
R	Abilene Christian University Career Center 1600 Campus Court Abilene, Texas 79699 (325) 674-2000	0
S	Midland Reporter Telegram Post Office Box 1650 Midland, TX 79702 Phone: (432) 682-6222 Fax: (432) 682-6999	0
T	Odessa American 222 E. 4th ST Odessa, TX 79761 Phone: (432) 333-7620 Fax: (432) 333-7619	80
U	National Association of Broadcasters Post Office Box 1474 Washington, DC 20013 (202) 429-5300	0
V	National Association of Hispanic Journalist 1000 National Press Building Washington, DC 20045 (202) 662-7145 Fax: (202) 662-7144 <a href="http://jobbank.nhj.org">jobbank.nhj.org</a>	0
W	South Plains College Career Center 1401 College Ave. Levelland, TX 79336 (806) 716-4606	0
X	Midland Hispanic Chamber of Commerce <a href="mailto:Amber@midlandhcc.com">Amber@midlandhcc.com</a> (432) 682-2960	0
Y	VA 300 Veterans Blvd. Big Spring Texas 79720 Amanda Robinson <a href="mailto:Kristina.schaeferz@va.gov">Kristina.schaeferz@va.gov</a> (432) 263-7361	0
Z	Howard College 1001 N. Birdwell Ln. Big Spring, TX 79336 <a href="mailto:jmandfield@howardcollege.edu">jmandfield@howardcollege.edu</a>	0

	<b>Recruitment Source</b>	<b>Total Number of Interviewees From This Source</b>
AA	Colorado Media School 404 S. Upham St. Denver, CO Terry Cuff <a href="mailto:tcuff@beonair.com">tcuff@beonair.com</a> (303) 937-7070	0

#### **TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

115 persons

#### **SUPPLEMENTAL OUTREACH ACTIVITIES**

Appendix A contains a brief description of activities from the FCC's menu of outreach initiatives undertaken during the reporting period.

### **Supplemental Outreach Initiatives**

(March 31, 2015 to March 31, 2016)

#### **FCC Menu Categories**

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

<b>Menu Category</b> (# from above list)	<b>Dates</b>	<b>Initiative</b>	<b>Description</b>
5	Ongoing	KOSA Intern Program	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. During the reporting period, two interns worked in the KOSA news department.
10	Ongoing	In-Class Career Presentations	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. Greg Morgan visited Murry Fly Elementary Students on February 16, 2016 and spoke with them about being a meteorologist and about the weather segments.
10	Ongoing	Midland College Journalism Class Presentations	At least once each semester, KOSA personnel speak to journalism students at Midland College to discuss matters

<b>Menu Category</b> (# from above list)	<b>Dates</b>	<b>Initiative</b>	<b>Description</b>
			relating to careers in broadcasting. Among other subjects, the presentation covers 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.
1	3/21/2016	Odessa College Job Fair	March 21, 2016 – Toni Frady (Office Manager) and Danny Jordan (Production Manager) manned a booth at the Odessa College Job Fair in which potential employees had a chance to ask questions and fill out an application for employment.
3	04/23/2015	Midland College Job Fair	April 23, 2015 - Personnel with hiring authority from a range of KOSA departments represented the station at this local college job fair and 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.
8	02/19/2016	Event or program sponsored by educational institution relating to broadcasting careers	February 19, 2016 – 2 <sup>nd</sup> Grade Students from Grandfalls Elementary visited KOSA for a tour led by General Manager Jose Gaona.
8	02/29/2016	Event or program sponsored by educational institution relating to broadcasting careers	February 19, 2016 – UTPB Students visited KOSA for a tour led by General Manager Jose Gaona and GSM Randy Roberts.