

KOSA
EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018

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	1-25	21
Multi Media Journalist	1-25	1
Multi Media Journalist	1-25	6
Photographer	1-25	4
News Director	1-25	4
Master Control Operator	1-25	3
Master Control Operator	1-25	21
Master Control Operator	1-25	5
Anchor	1-25	6
Videographer	1-25	4
Producer	1-25	4
Producer	1-25	1
Producer	1-25	24
Account Executive	1-25	6
Account Executive	1-25	6
Account Executive	1-25	6
Creative Services Producer	1-25	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)	N	2
2	Recruiting Trips – SMU, TCU, UT Arlington, North Texas College	N	20
3	Walk-Ins	N	1
4	Word of Mouth	N	5
5	Internal Hire/Promotion	N	3
6	Employee Recommendation	N	5
7	Current Company Intern	N	0
8	Job Fairs	N	0
9	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177	N	25
10	Odessa College Career Center 201 E. University Blvd. Odessa, TX 79763 (432) 335-6400	N	0
11	University of Texas (UTPB) Career Center 4901 E. University Blvd. Odessa, TX 79762 (432) 552-2106	N	0
12	Midland College Career Center 3600 Garfield Midland, TX 79705 (432) 685-4500	N	0
13	Lubbock Christian University Career Center 5601 19 th Street Lubbock, TX 79407 (806) 796-8800	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Texas Tech University Career Center 2500 Broadway Lubbock, TX 79409 (806) 742-1480	N	0
15	San Angelo State University Career Center 2601 W. Avenue N. San Angelo, TX 76901 (800) 946-8627	N	0
16	Abilene Christian University Career Center 1600 Campus Court Abilene, TX 79699 (325) 674-2000	N	0
17	South Plains College Career Center 1401 College Avenue Levelland, TX 79336 (806) 716-4606	N	0
18	Texas Tech University 2500 Broadway Lubbock, TX 79409 (806-742-1480	N	0
19	Abilene Christian University 1600 Campus Court Abilene, TX 79699 (325) 674-2000	N	0
20	San Angelo State University 2601 N. Avenue N. San Angelo, TX 76901 (800) 946-8627	N	0
21	Gray Television Group, LLC www.gray.tv/applynow	N	138
22	Texas Workforce Center 2626 JBS Parkway Bldg. D. Odessa, TX 79763 (432) 367-3332	N	0
23	Texas Association of Broadcasters www.tab.org	N	0
24	Reel Reporting	N	1
25	Indeed.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			200

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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>
3	Midland College Journalism Class Presentations	<p>On April 7, 2017 Our News Director spoke to journalism students at Midland College to discuss matters 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.</p>
4	Participated in Job Fairs	<p>March 29, 2018 – Our Office Manager and News Director participated in the UTPB Job Fair in which potential employees will have a chance to ask questions and fill out an application for employment.</p>
5	Participated in Job Fairs	<p>April 06, 2017 – Our Office Manager and News Director participated in the Midland College Job Fair in which potential employees will have a chance to ask questions and fill out</p>

		an application for employment.
6	Event or program sponsored by educational institution relating to broadcasting careers	<p>Station tours are available for community and school groups. These tours are led by the news department and focus on different aspects of the news department and other departments in the station.</p> <p>During this reporting year, the following groups participated in a station tour:</p> <p>Trinity Schools in Midland, TX on April 7, 2017</p> <p>New Tech Odessa on April 28, 2017</p> <p>Sam Houston (MISD Elementary) on May 11, 2017</p> <p>Balmorhea Elementary on May 17, 2017</p> <p>Seminole ISD on December 04, 2017</p> <p>UTPB Marketing Club on March 05, 2018</p> <p>Midland Freshman on March 07, 2018</p>
7	Listings of open KOSA positions in TVJobs.com, Texas Association of Broadcasters, Colleges in the surrounding areas	Listings of open KOSA positions in TVJobs.com, Texas Association of Broadcasters, Colleges in the surrounding areas
8	College Recruiting	On March 05, 2018 and March 22, 2018 and March 23, 2018 Our News Director visited TCU, UT Arlington, SMU and North Texas Colleges for recruiting of potential candidates for open positions