

KOSA/KCWO/KWWT/KTXC-FM/KMDF-LD
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022

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
News Director	1-12	10
Creative Services Producer	1-12	10
Meteorologist	1-12	10
Chief Photographer	1-12	4
Newscast Producer	1-12	10
Newscast Producer	1-12	10
Newscast Producer	1-12	10
Newscast Producer	1-12	10
Multi Media Journalist	1-12	10
Multi Media Journalist	1-12	10
Bilingual Multi Media Journalist	1-12	10
Bilingual Multi Media Journalist	1-12	4
Anchor / Multi Media Journalist	1-12	10
Master Control Operator	1-12	8
Master Control Operator	1-12	8
Master Control Operator	1-12	4
Digital Sales Assistant	1-12	8
Assistant News Director	1-12	5
Engineer – Systems	1-12	6
Account Executive	1-12	4
Account Executive	1-12	10
Account Executive	1-12	4
Account Executive	1-12	8
Account Executive	1-12	10
Account Executive	1-12	10
Account Executive	1-12	10
Account Executive	1-12	10

KOSA/KCWO/KWWT/KTXC-FM/KMDF-LD
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022

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	9
5	Current Company Employee	No	3
6	Employee Recommendation	No	1
7	Current Company Intern	No	0
8	Job Fairs	No	8
9	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177	No	0
10	Gray Television Group, LLC www.gray.tv/applynow automatically posted to Indeed.com	No	51
11	Texas Workforce Center 2626 JBS Parkway Bldg. D. Odessa, TX 79763 (432) 367-3332	No	0
12	Texas Association of Broadcasters www.tab.org	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			72

KOSA/KCWO/KWWT/KTXC-FM/KMDF-LD
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Job Fairs	<p>On October 07, 2021, our Office Manager, News Director, Operations Manager and Creative Services Director, Participated in a Career Fair with UTPB.</p> <p>On November 4, 2021, our Office Manager, News Director, and Operations Manager participated in a Career Fair with the Texas Workforce Commission called Red, White and You.</p> <p>On March 22, 2022, our Office Manager and News Director participated in a virtual career fair for UTPB.</p> <p>On March 23, 2022, our Office Manager and News Director participated in an in person career fair for UTPB.</p> <p>Those having an interest in working for KOSA were given the opportunity to ask questions, and leave resumes with station managers in regards to the open positions we have available.</p>
2	FCC's Equal Employment Opportunity Rules Training.	<p>On February 17, 2022 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.</p>
3	EEO Management Training	<p>In 2021 Our Operations Manager and Sales Manager 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 macroaggression 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.</p>