

KMDF-LD, KOSA, KTLF-LP EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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 SALES COORDINATOR - KOSA	1, 4, 6-7, 10-20	6
DIGITAL SALES COORDINATOR - KOSA	1, 4, 6-7, 10-20	6
METEOROLOGIST - KOSA	1, 4, 6-7, 10-20	6
METEOROLOGIST - KOSA	1, 4, 6-7, 10-20	6
WEATHER ANCHOR/MMJ (Bilingual) - KOSA	1, 4, 6-8, 10-20	8
DIGITAL NEWS CONTENT PRODUCER - KOSA	1, 4, 6-7, 9-20	9
MULTIMEDIA CONSULTANT (Bilingual) - KOSA	1, 4, 6-7, 10-20	6
MULTIMEDIA CONSULTANT - KOSA	1, 4, 6-7, 10-20	6
TECHNICAL MEDIA PROD. (ASSO) - KOSA	1, 4-7, 10-20	6
TECHNICAL MEDIA PROD. (ASSO) - KOSA	1, 4-7, 10-20	5
TECHNICAL MEDIA PROD. (ASSO) - KOSA	1, 3-7, 10-20	5
ASSIGNMENT EDITOR/EXECUTIVE PRODUCER - KOSA	1, 4, 6-7, 10-20	6
MULTIMEDIA JOURNALIST - KOSA	1, 4, 6-7, 9-20	6
MULTIMEDIA JOURNALIST - KOSA	1, 4, 6-7, 9-20	9
DIGITAL SALES MANAGER - KOSA	1-2, 4, 6-7, 10-20	2
PRODUCER/NEWS ANCHOR (Fill-In) - KOSA	6, 17, 20	6
NEWS ANCHOR (MORNING) - KOSA	2, 6, 8, 17, 20	8
DIGITAL NEWS CONTENT PRODUCER (Bilingual) - KOSA	6, 17, 20	6
MULTIMEDIA DIGITAL SALES - KOSA	6, 17, 20	6
SPORTS ANCHOR/ MMJ (W/END) - KOSA	6, 8, 17, 20	8
SPORTS DIRECTOR/ ANCHOR - KOSA	6, 8, 17, 20	8
DIGITAL SALES COORDINATOR - KOSA	6, 17, 20	6

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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	Abilene Christian University 1600 Campus Court Abilene, Texas 79699 Phone : 325-674-2000 Career Placement Manual Posting	N	0
2	Application on file	N	3
3	Career or Job Fair - See Section III	N	1
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
5	Employee Referral	N	2
6	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	39
7	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	0
8	Internal Transfer/Promotion	N	4
9	Internship Program	N	2
10	Lubbock Christian Univeristy 5601 19th Street Lubbock, Texas 79407 Phone : 806-796-8800 Career Placement Manual Posting	N	0
11	Midland College 3600 Garfield Midland, Texas 79705 Phone : 432-685-4500 Career Placement Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Odessa College 201 E. Univeristy Blvd. Odessa, Texas 79763 Phone : 432-335-6400 Career Placement Manual Posting	N	0
13	San Angelo State University 2601 W. Avenue N. San Angelo, Texas 76901 Phone : 800-946-8627 Career Placement Manual Posting	N	0
14	South Plains College 1401 College Avenue Levelland, Texas 79336 Phone : 806-716-4606 Career Placement Manual Posting	N	0
15	Texas Associaton of Broadcasters 502 E. 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : http://www.tab.org Career Placement Manual Posting	N	0
16	Texas Tech University Career Center 2500 Broadway Lubbock, Texas 79409 Phone : 806-742-1480 Career Placement Manual Posting	N	0
17	Texas Workforce Commission 26269 JBS Parkway Bldg. D Odessa, Texas 79763 Phone : 432-563-5239 Email : rosemarie.casas@workforcepb.org Rodemarie Casas	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	TVJobs.com P.O. Box 4116 Oceanside, California 92025 Phone : 760-754-8177 Url : http://www.tvjobs.com Career Placement Manual Posting	N	0
19	Universtity of Texas at the Permian Basin 4901 E. Univeristy Blvd Odessa, Texas 79762 Phone : 432-552-2106 Career Placement Manual Posting	N	0
20	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			51

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/25/2023	Participation in Job Fairs	On April 25, 2023, our Office Manager, News Director and Operations Manager, Participated in a Career Fair with Odessa College	3	Office Manager Operations Manager News Director
2	5/8/2023	Participation in events or programs sponsored by educational institutions	Station hosted a tour of 30 kids from the West Texas Families. This is a home school group that toured the station and asked questions about a job in broadcasting.	1	news director
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	Gray Television has established an intern program and KOSA has had 2 Interns during this period that have gone through the program and are now current employees.	2	
4	9/28/2023	Participation in Job Fairs	On September 28, 2023, our Office Manager, News Director and Operations Manager, Participated in a Career Fair with Odessa College	3	Office Manager Operations Manager News Director
5	11/15/2023	Participation in Job Fairs	On November 15, 2023, our Office Manager and News Director Participated in a Career Fair with Permian Basin Workforce Commission called the Red White and You.	2	Office Manager News Director
6	2/19/2024	Participation in events or programs sponsored by educational institutions	Station hosted a tour of 30 kids from Ignited Homeschool. This is a home school group that toured the station and asked questions about a job in broadcasting.	1	
7	2/22/2024	Participation in Job Fairs	On February 22, 2024, our Office Manager participated in an in-person career fair at University of Texas at the Permian Basin	1	Office Manager
8	3/20/2024	Participation in Job Fairs	on 03/20/24 Our News Director attended the Job Fair at Texas Tech University	1	news director
9	3/27/2024	Participation in Job Fairs	On 03/27/2024 our Office Manager attended the Job Fair for the West Texas Workforce Commission	1	Office Manager
10	3/27/2024	Provision of training to management	On April 21, 2023, our Office Manager participated in an online webinar on the FCC's Equal Employment Opportunity Rules presented by Wiley Rein, LLP.	1	Office Manager