

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 April 1, 2010 to and including March 31, 2011 (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
(April 1, 2010 to March 31, 2011)

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

Production (A-O) [Hiree:Q]
Reporter/Photographer (A-O) [Hiree: L]
Sales Person (A-O) [Hiree: N]
Assistant Producer (A-O) [Hiree: S]
Production (A-O) [Hiree:Q]
News Room Manager (A-O) [Hiree: Q]
National Sales Assistant (A-O) [Hiree: R]
News Photographer (A-O) [Hiree: Q]
Sports Anchor (A-O) [Hiree: L]
Production (A-O) [Hiree: O]
Weather Anchor (A-O) [Hiree: L]
Reporter/Anchor (A-O) [Hiree: P]
Reporter (A-O) [Hiree:L]
Traffic Assistant (A-O) [Hiree: Q]
Sports Anchor (A-O)) [Hiree: P]
Production (A-O) [Hiree: Q]

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

	Recruitment Source	Total Number of Interviewees From This Source
A	Texas Workforce Center 2626 JBSParkway Bldg. D Odessa, Texas 79761 (432) 367-3332	0
B	Odessa College 201 E. University Blvd. Odessa, Texas 79763 (432) 335-6400	0
C	Mexican Amer. Netwrk Org. 1609 W. 10th Odessa, Texas 79763 (432) 335-0250	0
D	University of Texas (UTPB) 4901 E. University Blvd. Odessa, Texas 79762 (432) 552-2106	0

	Recruitment Source	Total Number of Interviewees From This Source
E	NAACP Rear 411 N. Grant Odessa, Texas 79761 (432) 335-0099	0
F	Odessa Black Chamber 700 N. Grant Ave. Odessa, Texas 79761 (432) 332-5812	0
G	Texas Workforce Center 2408 N. Big Spring Midland, Texas 79705 (432) 687-3003	0
H	Midland Hispanic Chamber 1410 N. Lamesa Rd. Midland, Texas 79701 (432) 570-9824	0
I	Midland College 3600 Gardfield Midland, Texas 79705 (432) 685-4500	0
J	National Association of Broadcasters Post Office Box 1474 Washington, DC 20013 (202) 429-5300	0
K	The National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-2001 (202) 662-7144	0
L	TV Jobs http://tvjobs.com	7
M	MediaLine http://medialine.com	0
N	Midland Reporter Telegram Post Office Box 1650 Midland, TX 79702 Phone: (432) 682-6222 Fax: (432) 682-6999	4
O	Odessa American 222 E. 4th ST Odessa, TX 79761 Phone: (432) 333-7620	5

	Recruitment Source	Total Number of Interviewees From This Source
	Fax: (432) 333-7619	

* *Indicates sources that have requested notification of full-time vacancies.*

ADDITIONAL INTERVIEWEE SOURCES

	Interviewee Source	Total Number of Interviewees From This Source
P	Walk-Ins	2
Q	Employee Recommendation	7
R	Current Company Employee	1
S	Current Company Intern	1
T	Odessa College Job Fair 201 E. University Blvd. Odessa, Texas 79763 (432) 335-6400	

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

27 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

(April 1, 2010 to March 31, 2011)

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.

Menu Category (# from above list)	Dates	Initiative	Description
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 hands 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, three 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. Over 30 presentations were made during the reporting period.
1	3/24/2011	Odessa College Job Fair	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

Menu Category (# from above list)	Dates	Initiative	Description
			general job requirements in the different departments. Those having an interest in working for KOSA were given the opportunity to fill out an application.
10	Ongoing	Midland College Journalism Class Presentations	At least once each semester, KOSA personnel speak 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.
1	3/31/2011	University of Texas ,Permian Basin	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.