

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 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 10, 2008 to and including March 31, 2009 (the “Applicable Period”).

The FCC’s EEO Rule requires 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 hire 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;

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 hire accepted the job offer. A person was

Deemed “Interviewed” whether he or she was interviewed in person, Over the telephone or by email.

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Station(s) Comprising Station Employment Unit: KOSA-TV

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If any)	Full-time Positions for Which This Source Was Utilized
A	Texas Workforce Center 2626 JBSParkway Bldg. D Odessa, Texas 79761 (432) 367-3332	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
B	Odessa College 201 E. University Blvd. Odessa, Texas 79763 (432) 335-6400	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
C	Mexican Amer. Netwrk Org. 1609 W. 10th Odessa, Texas 79763 (432) 335-0250	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
D	University of Texas (UTPB) 4901 E. University Blvd. Odessa, Texas 79762 (432) 552-2106	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
E	NAACP Rear 411 N. Grant Odessa, Texas 79761 (432) 335-0099	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
F	Odessa Black Chamber 700 N. Grant Ave. Odessa, Texas 79761 (432) 332-5812	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
G	Texas Workforce Center 2408 N. Big Spring Midland, Texas 79705 (432) 687-3003	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
H	Midland Hispanic Chamber 1410 N. Lamesa Rd. Midland, Texas 79701 (432) 570-9824	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
I	Midland College 3600 Gardfield Midland, Texas 79705 (432) 685-4500	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
J	National Association of Broadcasters Post Office Box 1474 Washington, DC 20013 (202) 429-5300	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
K	The National Association of Hispanic Journalist 1000 National Press Building Washington, DC 20045-2001 (202) 662-7144	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
L	TV Jobs http://tvjobs.com	2	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
M	MediaLine http://medialine.com	0	Associate Producer, Master Controll ,News Photographer, Sales Assts, News Anchors and Production
N			
O			
P			
Q			
R			
S			
T			

* Indicates sources that have requested notification of job openings.

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
 Undertaken By KOSA-TV

NO.	Date	Initiative	Description
#5	3/10/2001- 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. The KOSA news department has had more than 3 interns over the reporting period.
#16	3/10/2001-Ongoing	In-class career presentations	KOSA team of Meteorologists conduct 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. More than Over 30 presentations were made over the reporting period.
#16	2/4/2009	In-class career presentations	On February 4th 2009 the Director of Operations and Engineering of Kosa-TV, Jim McKinnon attended and spoke to a class of telecommunication students at The University of Texas of the Permian Basin. The class is under the direction of Helen Sun, PhD, in the Department of Visual and Performing Arts. The class was discussing FCC law and policies relating to the Communications act of 1932 and the Telecommunications Act of 1996. In addition to the discussions relating to the class material, the impact of the digital transition, copyright protection, and broadcast station operations were discussed and questions from the students were taken and answered.
#3	3/12/2009	Odessa College Job Fair	All Departments represented KOSA and answered inquiries on behalf of the station related to general job requirements in the different departments. Those having an interest in working for CBS7 were given the opportunity to fill out an application.
#16	3/10/2001-Ongoing	Information as to employment opportunities	Station personnel (1)Provides severe weather seminars to large companies (2) Addresses the journalism classes at Midland College at least once per semester. Discusses education, presentation skills, writing skills and pay ranges. (3)Created a video tour of the station for those schools that cannot send students due to distance and expense. The video has interviews with several on air personalities as well as news managers (4)Provides dozens of tours of our broadcast facility.
#16	3/10/2001-Ongoing	Information as to employment opportunities	Station personnel (1)Provides severe weather seminars to large companies (2) Addresses the journalism classes at Midland College at least once per semester. Discusses education, presentation skills, writing skills and pay ranges. (3)Created a video tour of the station for those schools that cannot send students due to distance and expense. The video has interviews with several on air personalities as well as news managers (4)Provides dozens of tours of our broadcast facility.

**List of KOSA-TV's
Job Placement Referrals**

ODESSA

Texas Workforce Center
2626 JBS Parkway Bldg D
Odessa, Texas 79761
(432) 367-3332

Mexican American Network Org.
1609 W. 10th
Odessa, Texas 79763
(432) 335-0250

NAACP
Rear 411 N. Grant
Odessa, Texas 79761
(423) 335-0099

Odessa College
201 E. University Blvd.
Odessa, Texas 79763
(432) 335-6400

University of Texas of The
Permian Basin
4901 E. University Blvd.
Odessa, Texas 79762
(432) 552-2106

Black Chamber of Commerce
700 N. Grant Ave.
Odessa, Texas 79761
(432) 332-5812

MIDLAND

Texas Workforce Center
2408 N. Big Spring
Midland, Texas 79705
(432) 687-3003

Midland Hispanic Chamber
1410 N. Lamesa Rd.
Midland, Texas 79701
(432) 570-9824

Midland College
3600 Garfield
Midland, Texas 79705
(432) 685-4500

National

Nat. Assoc. Of Broadcasters
Post Office Box 1474
Washington, DC 20013
(202) 429-5300

The National Assoc. of Hispanic
Journalist
1000 National Press Building
Washington, DC 20045-2001
(202) 662-7144

<http://tjobs.com>

<http://medialine.com>

<http://www.nahj.org/career/jobbank.html>