

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 March 10, 2005 to and including March 17, 2006 (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.

Appendix 1
KOSA-TV
Annual EEO Public File Report

Covering the Period from April 1, 2005 to March 31, 2006
Station(s) Comprising Station Employment Unit: KOSA-TV

Section 1: Vacancy Information

Full-time Positions Filled By Job Title and Date Hired	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This
Position		
Traffic assistant 4/18/05	Employee Recommendation	3
News Photographer 4/18/05	Medialine	5
Traffic assistant 8/30/05	Employee Recommendation	4
Traffic assistant 11/07/05	Walk-in	7
Sports Reporter/Anchor 1/28/06	TV Jobs.com	7
Reporter 2/28/06	TV Jobs.com	7
Production 1/16/06	Re-hired former employee	2
Total Number of Persons Interview		35

Appendix 2

KOSA-TV
Annual EEO Public File Report

Covering the Period from April 1, 2005 to March 31, 2006
Station(s) Comprising Station Employment Unit: KOSA-TV

Section 2: Recruitment Source Information

Recruitment Source Name, Address Telephone Number	Total Number of Interviewees This Source Has Provided During This Period (If any)	Full-time Positions for Which This Source Was Utilized
Texas Workforce Center 2626 JBS Parkway Bldg. D Odessa, Texas 79761 432) 367-3332	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
Odessa College 201 E. University Blvd. Odessa, Texas 79763 (432) 335-6400	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
Mexican American Network Org. 1609 W. 10th Odessa, Texas 79763 (432) 335-0250	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
University of Texas (UTPB) 4901 E. University Blvd. Odessa, Texas 79762 (432) 552-2106	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
NAACP Rear 411 N. Grant Odessa, Texas 79761 (432) 335-0099	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager

Odessa Black Chamber 700 N. Grant Ave. Odessa, Texas 79761 (432) 332-5812	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
Texas Workforce Center 2408 N. Big Spring Midland, Texas 79705 (432) 687-3003	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
Midland Hispanic Chamber 1410 N. Lamesa Rd. Midland, Texas 79701 (432) 570-9824	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
Midland College 3600 Garfield Midland, Texas 79705 (432) 685-4500	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
National Association of Broadcasters Post Office Box 1474 Washington, DC 20013 (202) 429-5300	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
The National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-2001 (202) 662-7144	0	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager
TV Jobs http://tvjobs.com	8	Master Control News Producer News Photographer Sales Persons News Anchor Controller/Business Manager

MediaLine
<http://medialine.com>

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Master Control
News Producer
News Photographer
Sales Persons
News Anchor
Controller/Business
Manager

* Indicates sources that have requested notification of job openings.

Appendix 3

KOSA-TV Annual EEO Public File Report

Covering the Period from April 1, 2005 to March 31, 2006
Station(s) Comprising Station Employment Unit: KOSA-TV

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

NO.	Date	Initiative
#3	3/2/2006	Co-Hosted Job Fair

Description

Rick McGee- Production Mgr. represented KOSA and answered inquiries on behalf of the station related to general job requirements and the specifics of the listed openings. Those having an interest in working for KOSA were given the opportunity to fill out an application. KOSA had five applicants. None were interviewed.

#5	3/10/2001- Ongoing	KOSA Intern Program
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Description

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.

#14	10/5/2005	Management Training
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Business Manager Cynthia Cannon attended an EEO workshop on October 5, 2005 given by the Texas Association of Broadcasters. Station personnel from all over Texas attended to be trained in EEO compliance.

#16	3/10/2001-Ongoing	In-class career presentations
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Description

KOSA's team of Meteorologists conduct visits and talks 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 3/10/2001-Ongoing

Information as to employment opportunities

Description

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**

The following organizations have requested information regarding all new job openings. For every full-time opening, each of the following organizations is notified:

ODESSA

Texas Workforce Center
2626 JBS Parkway Bldg D
Odessa, Texas 79761
(423) 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 Journalists
1000 National Press Building
Washington, DC 20045-2001
(202) 662-7144

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

<http://www.tvjobs.com>

<http://www.medialine.com>