

## **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 April 1, 2009 to and including March 31, 2010 (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	News Photographer, Sales Person, News Anchors and Production
B	Odessa College 201 E. University Blvd. Odessa, Texas 79763 (432) 335-6400	0	News Photographer, Sales Person, News Anchors and Production
C	Mexican Amer. Netwrk Org. 1609 W. 10th Odessa, Texas 79763 (432) 335-0250	0	News Photographer, Sales Person, News Anchors and Production
D	University of Texas (UTPB) 4901 E. University Blvd. Odessa, Texas 79762 (432) 552-2106	0	News Photographer, Sales Person, News Anchors and Production
E	NAACP Rear 411 N. Grant Odessa, Texas 79761 (432) 335-0099	0	News Photographer, Sales Person, News Anchors and Production

F	Odessa Black Chamber 700 N. Grant Ave. Odessa, Texas 79761 (432) 332-5812	0	News Photographer, Sales Person, News Anchors and Production
G	Texas Workforce Center 2408 N. Big Spring Midland, Texas 79705 (432) 687-3003	0	News Photographer, Sales Person, News Anchors and Production
H	Midland Hispanic Chamber 1410 N. Lamesa Rd. Midland, Texas 79701 (432) 570-9824	0	News Photographer, Sales Person, News Anchors and Production
I	Midland College 3600 Gardfield Midland, Texas 79705 (432) 685-4500	0	News Photographer, Sales Person, News Anchors and Production
J	National Association of Broadcasters Post Office Box 1474 Washington, DC 20013 (202) 429-5300	0	News Photographer, Sales Person, News Anchors and Production
K	The National Association of Hispanic Journalist 1000 National Press Building Washington, DC 20045- 2001 (202) 662-7144	0	News Photographer, Sales Person, News Anchors and Production
L	TV Jobs <a href="http://tvjobs.com">http://tvjobs.com</a>	5	News Photographer, Sales Person, News Anchors and Production
M	MediaLine <a href="http://medialine.com">http://medialine.com</a>	0	News Photographer, Sales Person, News Anchors and Production
N			
O			
P			
Q			
R			
S			

T			
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\* Indicates sources that have requested notification of job openings.

**Appendix 3**

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

<b>NO.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>
#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 Meteorologogists 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.
#3	3/11/2010	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.
#16	04/01/2010-Ongoing	Information as to employment opportunities	CBS 7 team members perform various community outreach duties through out the year. They include but are not limited to various speaking engagements for local non-profits, private businesses, public schools and area colleges. Our anchors emcee several community events a month for organizations such as Girl scouts of America, March of Dimes and Midland Crimes Stoppers. Several of our team members volunteer their time serving in the community. They have volunteered numerous hours to help with events for Special Olympics, Kidney Foundation, and The American Heart Association. Besides volunteering and emceeing, team members also serve on numerous boards. They help raise money, bring awareness recruit and provide leadership on boards for the Permian Basin Rehab Center, Special Olympics, Kidney Foundation, Midland Arts Foundation, Boys and Girls Club of Midland, Ector County Child Welfare , Heart Gallery, Samaritan Counseling Center and Medial Center Hospital to name a few.

**List of KOSA-TV's**

**Job Placement Referrals**

**ODESSA**

Texas Workforce Center Mexican American Network Org.  
2626 JBS Parkway Bldg D 1609 W. 10th  
Odessa, Texas 79761 Odessa, Texas 79763  
(423) 367-3332 (432) 335-0250

Odessa College University of Texas of The  
201 E. University Blvd. Permian Basin  
Odessa, Texas 79763 4901 E. University Blvd.  
(432) 335-6400 Odessa, Texas 79762  
(432) 552-2106

**MIDLAND**

Texas Workforce Center Midland Hispanic Chamber  
2408 N. Big Spring 1410 N. Lamesa Rd.  
Midland, Texas 79705 Midland, Texas 79701  
(432) 687-3003 (432) 570-9824

**National**

Nat. Assoc. Of Broadcasters The National Assoc. of Hispanic  
Post Office Box 1474 Journalist  
Washington, DC 20013 1000 National Press Building  
(202) 429-5300 Washington, DC 20045-2001  
(202) 662-7144

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

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

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

<http://tvjobs.com>

<http://medialine.com>

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