

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Adress</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1*	*Division of Vocational Rehabilitation	Debra Leffler	1332 NW 53rd St., Lawton, OK 73505 / dleffler@okdrs.gov		800-487-4042	
2*	*Public Private Partnership Office	Shannon Jackson	Bldg. 4700 Mow Way Rd., 3rd Floor, Ft. Sill, Oklahoma 73503 / shannon.s.jackson.ctr@mail.mil		580-558-7101	
3*	*Providence Baptist Church of Burkburnett	Pastor Carl E. English Sr.	PO Box 427, Burkburnett, TX 76354 / ceenglishsr@yahoo.com		940-569-1231/fax: 940-569-8101	
4	KAUZ (website)			newschannel6now.com		
5	Midwestern State University	Stephanie Sullivan		https://app.joinhandshake.com		
6	Texas Workforce Commission	Judy Morgan/John W. Ater, II	judy.morgan@ntxworksolutions.org / john.ater@ntxworksolutions.org			
7	Workforce Solutions of North Texas	John W. Ater, II	4309 Old Jacksboro Hwy. Ste. 300, Wichita Falls, TX 76302 / john.ater@ntxworksolutions.org		940-322-1801	
ADDITIONAL SOURCES						
8	Arizona State University	university career center employee		https://app.joinhandshake.com		
9	University of Arizona	university career center employee		https://app.joinhandshake.com		
10	Baylor University	Kenneth Buckley		https://app.joinhandshake.com		
11	Colorado State University	university career center employee		https://app.joinhandshake.com		
12	Concordia University	university career center employee		https://app.joinhandshake.com		
13	Dallas Baptist University	university career center employee		https://app.joinhandshake.com		
14	University of Illinois at Urbana-Champaign	university career center employee				
15	Job/Career Fairs					9
16	LinkedIn			linkedin.com		2
17	Oklahoma Christian University	university career center employee		https://app.joinhandshake.com		
18	Oklahoma State University	university career center employee		https://app.joinhandshake.com		
19	The University of Oklahoma	Kim Sherbon		https://app.joinhandshake.com		
20	University of Missouri - Columbia	university career center employee		https://app.joinhandshake.com		
21	University of North Texas	Tammy Van Der Leest		https://app.joinhandshake.com		2

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Career & Job Fairs

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Collected resumes and talked with prospective job and/or internship candidates about careers with American Spirit Media.

Workforce Solutions Christmas in July Job Fair (7/25/19)

Midwestern State University "Careers in Business" – Fall 2019 (10/16/19)

2019 Hiring Red, White and You! Veterans Job Fair – (11/07/19)

Names of Station Personnel involved in Initiative:

Business Office Manager, EEO Coordinator

General Manager/General Sales Manager

Digital Sales Manager

Local Sales Manager

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Feb. 11 & 12, 2020

Describe Nature of Initiative:

General Manager Training and Local Sales Manager training designed to give employees skills necessary to advance in their careers.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Training sessions for General Managers and Local Sales Managers covering a wide variety of topics including, but not limited to the following:

- Recruitment and retention
- Digital
- Sales

Names of Station Personnel involved in Initiative:

General Manager
Local Sales Manager

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Various trainings and seminars designed to give employees necessary skills to advance in their careers.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Training sessions/Workshop for news staff covering a wide variety of topics related to their jobs

10/05/19 News Leadership Workshop

11/16/19 TAB Southwest Newsroom Workshop

01/11/20 TAB "Covering the 2020 Elections" Workshop

Names of Station Personnel involved in Initiative:

Reporters

Producers

News management

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 26, 2020

Describe Nature of Initiative:

Participated at the Dillard College of Business Administration Business Etiquette Seminar/Dinner at Midwestern State University. It provides student with the opportunity to interact as well as sharpen their "soft skills" through interaction with area business leaders.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Sponsored a table and participated in the event.

Names of Station Personnel involved in Initiative:

Digital Sales Manager
Local Sales Manager

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): ongoing

Describe Nature of Initiative:

Station run promotions and PSAs informing the viewing audience of careers with KAUZ as well as invite organizations to let us know if they would like to receive notifications of KAUZ job postings.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Promotions and PSA

"KAUZ is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. We encourage qualified community organizations to become part of our full-time job opportunity notification mailing list. If your organization distributes job information and can provide referrals as part of your regular activity, we would like to hear from you. Send your request to: EEO@kauz.com, that's EEO@kauz.com."

Names of Station Personnel involved in Initiative:

EEO Coordinator
General Manager

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Speaking events and appearances by KAUZ employees designed to inform audiences of possibilities related to employment in the broadcast industry.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

03/09/19 Region 9 Spelling Bee
04/13/19 Zavala Hispanic Leadership Banquet
04/04/19 WFISD Principal for a Day
05/03/19 Ladonna Place Weather Talk
05/07/19 WFISD Partners in Education Banquet
06/23/19 Boy Scout Weather Merit Badge Talk
06/28/19 Wichita Falls Leadership Banquet
09/05/19 Oklahoma State University Sports Media Club talk
10/03/19 Art & Soul Festival
10/05/19 Zavala Latin Festival
10/19/19 Fall Festival Food Drive
10/23/19 City View Homecoming Parade
10/23/19 Safe Kids Halloween
11/02/19 Los Muertos Festival
11/22/19 News Channel 6 Turkey Drive
11/23/19 City Lights Parade
01/09/20 Impact 100 Board Meeting
01/18/20 Arts Council Karnevale
01/21/20 Milam Elementary Spelling Bee
01/24/20 Christ Academy Chocolate Soiree
03/13/20 Impact 100

Names of Station Personnel involved in Initiative:

Various news and weather talent

KAUZ, LLC

EEO PUBLIC FILE REPORT

April 1, 2019 to March 31, 2020

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): ongoing

Describe Nature of Initiative:

Station provides tours to area schools and community organizations showing the operations of a broadcast station. Participants listen to and interact with station personnel on the various jobs involved in running a station.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

April 26, 2019 – Midwestern State University Texas Intro to Mass Communication class
May 01, 2019 – WFISD Youth Leadership "In the News Day"
October 18, 2019 – Midwestern State University Texas Intro to Mass Communication class
February 20, 2020 – Waurika ISD High School
March 6, 2020 – Midwestern State University Texas AITP chapter

Names of Station Personnel involved in Initiative:

Various station personnel.