



**KOSA/KCWO/KTXC  
EEO PUBLIC FILE REPORT  
[April 1, 2019 – March 31, 2020]**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<a href="http://www.cbs7.com">www.cbs7.com</a> (station Website)	No	0
2	Recruiting Trips	No	2
3	Walk-Ins	No	1
4	Word of Mouth	No	4
5	Current Company Employee	No	2
6	Employee Recommendation	No	5
7	Current Company Intern	No	0
8	Job Fairs	No	10
9	TV Jobs.com P.O. Box 4116 Oceanside, CA 92025 (760) 754-8177	No	0
10	Odessa College Career Center No 201 E. University Blvd. Odessa, TX 79763 (432) 335-6400	No	0
11	University of Texas (UTPB) Career Center 4901 E. University Blvd. Odessa, TX 79762 (432) 552-2106	No	10
12	Midland College Career Center 3600 Garfield Midland, TX 79705 (432) 685-4500	No	0
13	Lubbock Christian University Career Center 5601 19 <sup>th</sup> Street Lubbock, TX 79407 (806) 796-8800	No	0
14	Texas Tech University Career Center 2500 Broadway Lubbock, TX 79409 (806) 742-1480	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	San Angelo State University Career Center 2601 W. Avenue N. San Angelo, TX 76901 (800) 946-8627	No	0
16	Abilene Christian University Career Center 1600 Campus Court Abilene, TX 79699 (325) 674-2000	No	0
17	South Plains College Career Center 1401 College Avenue Levelland, TX 79336 (806) 716-4606	No	0
18	Texas Tech University 2500 Broadway Lubbock, TX 79409 (806-742-1480	No	0
19	Abilene Christian University 1600 Campus Court Abilene, TX 79699 (325) 674-2000	No	0
20	San Angelo State University 2601 N. Avenue N. San Angelo, TX 76901 (800) 946-8627	No	0
21	Gray Television Group, LLC <a href="http://www.gray.tv/applynow">www.gray.tv/applynow</a>	No	63
22	Texas Workforce Center 2626 JBS Parkway Bldg. D. Odessa, TX 79763 (432) 367-3332	No	0
23	Texas Association of Broadcasters <a href="http://www.tab.org">www.tab.org</a>	No	0
24	Corporate Recruiter	No	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>100</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Midland College Journalism Class Presentations	On February 21, 2020 KOSA personnel spoke 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.
<b>2</b>	Participated in Job Fairs	September 18, 2019 Midland Youth Career Fair - Personnel with hiring authority from a range of KOSA departments represented the station at this local youth career 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.
<b>3</b>	Event or program sponsored by educational institution relating to broadcasting careers	Multiple tours led by the news department throughout the year. On 05/17/19 Pecos High School Audio Video Class, on 11/21/19 Central Baptist High School, on 02/21/20 Midland/Odessa home School juniors and seniors toured the station and learned about the different aspects of the news department and other departments in the station.