

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 April 1, 2004 to and including March 31, 2005 (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.

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Covering the Period from April 1, 2004 to March 31, 2005
 Station(s) Comprising Station Employment Unit: KOSA-TV

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source Of Hiree	Total Number of Interviewees from All Sources for This Position
1	Master Control	Walk-in	1
2	News Producer	Walk-in	4
3	News Photographer	Medialine	5
4	Master Control	Odessa American	2
5	Sales Person	Odessa American	1
6	Sales Person	Employee Recommendation	1
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Total Number of Persons Interviewed During Applicable Period:

14

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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	Master Control ,News Producer,News Photographer,Sales Persons,News Anchor,Controller/Business Manager
B	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
C	Mexican Amer. Netwrk Org. 1609 W. 10th Odessa, Texas 79763 (432) 335-0250	0	Master Control ,News Producer,News Photographer,Sales Persons,News Anchor,Controller/Business Manager
D	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
E	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

F	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
G	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
H	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
I	Midland College 3600 Gardfield Midland, Texas 79705 (432) 685-4500	0	Master Control ,News Producer,News Photographer,Sales Persons,News Anchor,Controller/Business Manager
J	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
K	The National Association of Hispanic Journalist 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
L	TV Jobs http://tvjobs.com	1	Master Control ,News Producer,News Photographer,Sales Persons,News Anchor,Controller/Business Manager
M	MediaLine http://medialine.com	0	Master Control ,News Producer,News Photographer,Sales Persons,News Anchor,Controller/Business Manager
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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
 Undertaken By KOSA-TV

Job Fair August 22 & 23, 2003

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

ODESSA

Texas Workforce Center
 2626 JBS Parkway Bldg D
 Odessa, Texas 79761
 (423) 367-3332

Mexican American Network (NAACP)	Rear 411 N. Grant
1609 W. 10th	Odessa, Texas 79761
Odessa, Texas 79763	(423) 335-0099
(432) 335-0250	

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

University of Texas of The Permian Basin	Black Chamber of Commerce
4901 E. University Blvd.	700 N. Grant Ave.
Odessa, Texas 79762	Odessa, Texas 79761
(432) 552-2106	(432) 332-5812

MIDLAND

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

Midland Hispanic Chamber	Midland College
1410 N. Lamesa Rd.	3600 Garfield
Midland, Texas 79701	Midland, Texas 79705
(432) 570-9824	(432) 685-4500

National

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

The National Assoc. of Hispanic Journalist	http://tvjobs.com
1000 National Press Building	http://medialine.com
Washington, DC 20045-2001	
(202) 662-7144	

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

Amendment to Appendix 1

**KOSA-TV
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Covering the Period from April 1, 2004 to March 31, 2005
Station(s) Comprising Station Employment Unit: KOSA-TV

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source Of Hiree	Total Number of Interviewees from All Sources for This Position	Date Hired
1	Master Control	Walk-in	1	6/21/2004
2	News Producer	Walk-in	4	7/19/2004
3	News Photographer	Medialine	5	8/3/2004
4	Master Control	Odessa American	2	9/8/2004
5	Sales Person	Odessa American	1	11/18/2004
6	Sales Person	Employee Recommendation	1	12/1/2004
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Total Number of Persons Interviewed During Applicable Period: 14

Appendix 2

**KOSA-TV
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Covering the Period from April 1, 2004 to March 31, 2005
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	Master Control ,News Producer,News Photographer,Sales Persons,News Anchor,Controller/Business Manager
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F	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
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N			
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* Indicates sources that have requested notification of job openings.

Amendment to Appendix 3

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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.
#3	08/22&23,2003	Job Fair	Molla Maytubby represented KOSA and answered inquires on behalf of the sation related to general job requirements and the specifics of the listed opening.

#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.
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Amentment to Job Placement Referrals KOSA list twelve different organizations.Each organization has requested to be notciied of any full time vacancies

List of KOSA-TV's Job Placement Referrals

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Mexican American Network Org.
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NAACP
Rear 411 N. Grant
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(423) 335-0099

Odessa College
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Odessa, Texas 79763
(432) 335-6400

University of Texas of The
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Odessa, Texas 79762
(432) 552-2106

Black Chamber of Commerce
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Odessa, Texas 79761
(432) 332-5812

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Midland, Texas 79705
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Post Office Box 1474
Washington, DC 20013
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Washington, DC 20045-2001
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<http://tvjobs.com>

<http://medialine.com>

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