

KAUZ-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): [**KAUZ-TV/CW, Texhoma Broadcasting, LLC., Wichita Falls, OK**] 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 22, 2008** to and including **March 21, 2009** (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;
2. 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.

Appendix 1 to
Annual EEO Public File Report
Covering the Period from March 22, 2008 to March 21, 2009
Station Comprising Station Employment Unit: KAUZ-TV/CW

Section 1: Vacancy Information

#	Full-Time Position	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this position.
1	Production Assistant a) Position 1 b) Position 2	a) Employee Referral b) Station Website	
2	Master Control Operator a) Position 1 b) Position 2 c) Position 3 d) Position 4	a) n/a b) Employee Referral c) n/a d) n/a	4
3	Weekend Producer	Midwestern State University	
4	News Reporter	Employee Referral	
5	Traffic Manager	n/a	
6	News Producer	Walk-in	
7	Chief Meteorologist	TV Jobs	
8	Sales/Traffic Assistant	Employee Referral	
9	News Photographer	Midwestern State University	
10	Chief Engineer	TV Jobs	
11	Production Assistant a) Position 1 b) Position 2 c) Position 3 d) Position 4 e) Position 5 f) Position 6 g) Position 7	a) Midwestern State University b) Employee Referral c) Station Website d) Walk-in e) Employee Referral f) Employee Referral g) Employee Referral	
12	Account Executive a) Position 1 b) Position 2 c) Position 3	a) n/a b) n/a c) n/a	
13	News Anchor/Reporter	Station Website	
14	Traffic Assistant	Texas Work Force	
15	News Photographer a) Position 1 b) Position 2	a) Midwestern State University b) Employee Referral	
16	Weekend Producer	Midwestern State University	
17	Master Control Operator a) Position 1 b) Position 2 c) Position 3	a) n/a b) n/a c) n/a	6

	d) Position 4	d) Employee Referral	
18	Meteorologist	Employee Referral	
19	Production Assistant a) Position 1 b) Position 2 c) Position 3	a) Midwestern State University b) Station Website c) Midwestern State University	
20	Traffic Assistant	Texas Work Force	4
21	News Photographer/Producer	Texas Work Force	
22	Master Control Operator a) Position 1 b) Position 2 c) Position 3 d) Position 4	a) n/a b) n/a c) n/a d) n/a	
23	Business Manager	Texas Work Force	
24	Account Executive	Employee Referral	
25	Chief Engineer	TV Jobs	
26	Master Control Operator a) Position 1 b) Position 2 d) Position 4 c) Position 3	a) Employee Referral b) Walk-in c) Walk-in d) Walk-in	
27	News Photographer	TV Jobs	
28	Traffic Assistant a) Position 1 b) Position 2	a) Texas Work Force b) Texas Work Force	
29	Production Assistant	Midwestern State University	
30	General Sales Manager	Hoak Media Website	
31	Sports Producer	Employee Referral	

Appendix 2 to
Annual EEO Public File Report
Covering the Period from March 22, 2008 to March 21, 2009
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Section 2: Recruitment Source Information

RECRUITMENT SOURCE	NUMBER OF INTERVIEWEES PROVIDED	POSITION FOR WHICH SOURCE WAS UTILIZED
Cameron University Dr. Ron Price, Communications Department, 2800 W Gore Blvd Lawton, OK 73505 (580) 581-2475		
Employee Referral	14	All Positions
Hoak Media Website	1	All Positions
KAUZ-TV Spots KAUZ Operations Manager		
KAUZ-TV Website Internet Director, www.kauz.com	4	All Positions
Lawton Constitution Classifieds, 102 SW 3rd, Lawton, OK 73501 (580) 357-9545 Fax (580) 585-5103		
Medialine Mark Shilstone Box 51909 Pacific Grove, CA 93950 Fax 831-648-5204 Phone 800- 237-8073 mark@medialine.com		
Midwestern State University Career Consultant, 3410 Taft Blvd 211 Hardin South, Wichita Falls, TX 76308 940- 397-4125	8	All Positions
Rehires		All positions available
Texas Association of Broadcasters www.tab.org		All Positions
Texas Southern University Robert Jones, 3100 Cleburn St., Houston, TX 77004 (713) 313-7142		
Texas Work Force Chuck Moore, 7309 Jacksboro Hwy, Suite 300, Wichita Falls, TX 76302 (940) 322- 8220	6	
Times Record News Deena Orr-Classifieds, 1301 Lamar Wichita Falls, TX 76301 (340) 767-8341		
TVJOBS.COM Mark Holloway P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Fax: 760-754- 2115 admin@tvjobs.com	4	All Positions
Walk-ins	5	All positions available
Wichita Falls Chamber of Commerce web host http://www.wichitafallcommerce.com		

Appendix 3 to
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**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KAUZ-TV (Texhoma Broadcasting, LLC.)**

Participation In Job Fairs By Management With Substantial Hiring Ability

The station participated in local job fairs hosted by Midwestern State University during the Fall (October 2008) and Spring (March 2009) semesters. In addition, the station participated in a local career fair hosted by the Wichita Falls Multi-Purpose Events Center (MPEC) in October of 2008. Station management attended these job fairs to raise awareness of employment in the on-air broadcast field and to advertise and recruit for available open job vacancies in the station.

Participation In Activities And Events Or Programs Sponsored By Educational Institutions Relating To Career Opportunities In Broadcasting

Internship Program

KAUZ-TV corresponds with area schools to provide internship opportunities to their students for college credit.

The station works closely with the schools and its students in order to meet curriculum requirements and to ensure that the students get a complete view of how the broadcasting industry works, as well as real-world, hands-on experience in their specific area of study.

Students may request internships in all of our areas including: news, sales, creative services, engineering, and production.

During this applicable period, KAUZ hosted four interns in our News Department. Our interns were provided by Cameron University and by Midwestern State University.

Station Tours

The station provided tours to Midwestern State University students, as well as to local high school students in order to provide a first-hand look at the on-air broadcast industry and to encourage awareness of broadcast job opportunities both in the industry and at the station.

Public File Report

A copy of this Public File Report is posted on our website, <http://www.kauz.com/>.