

2015-2016 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): February 1, 2015 through January 31, 2016
 Call signs of stations comprising the reporting Station Employment Unit:
 KETA-TV Oklahoma City

I. Full-time vacancies filled during period

- | | |
|--|-----------------------|
| 1. Job Title: Traffic Assistant | Date Filled: 02/09/15 |
| 2. Job Title: Receptionist | Date Filled: 02/13/15 |
| 3. Job Title: Traffic Assistant | Date Filled: 08/03/15 |
| 4. Job Title: VP of Communications | Date Filled: 10/01/15 |
| 5. Job Title: Digital Media Specialist | Date Filled: 12/07/15 |

II. Each recruitment or referral source ("source") used to seek candidates for each vacancy

See attached recruitment list for a detail of all advertising or posting of each of the positions listed below. The source listed is where the person that was hired saw the position.

1. Job Title (from Section I above): Traffic Assistant Date Filled: 02/09/15

Source	Contact Person	Address	Tel. No.
Referral	Toni Matthews	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 4 2-Website 1-Unknown 1-Referral			

See recruitment list below

2. Job Title (from Section I above): Receptionist Date Filled: 02/13/15

Source	Contact Person	Address	Tel. No.
Website	Toni Matthews	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of interviews: 4 3-Website 1-Unknown			

See recruitment list below

3. Job Title (from Section I above): Traffic Assistant Date Filled: 08/03/15

Source	Contact Person	Address	Tel. No.
Referral	Toni Matthews	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of interviews: 4 2-Website 2-Referrals			

See recruitment list below

4. Job Title (from Section I above): VP of Communications Date Filled: 10/01/15

Source	Contact Person	Address	Tel. No.
Website Posting	Toni Matthews	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 4 4-Website			

See recruitment list below

5. Job Title (from Section I above): Digital Media Specialist Date Filled: 12/07/15

Source	Contact Person	Address	Tel. No.
Referral	Toni Matthews	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 6 5-Website 1-Referral			

See recruitment list below

III. Total number of persons interviewed for all full-time vacancies filled during period: 22

IV. Total number of interviewees for all full-time vacancies filled during period per source:

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel. No.</u>	
Interviewees Referred (no.)				
Website Postings	Toni Matthews	7403 N Kelley Avenue	OKC, OK 73111	405-848-8501 16
Referrals	Toni Matthews	7403 N Kelley Avenue	OKC, OK 73111	405-848-8501 4
Classified	Toni Matthews	7403 N Kelley Avenue	OKC, OK 73111	405-848-8501 1
Unknown	Toni Matthews	7403 N Kelley Avenue	OKC, OK 73111	405-848-8501 1

V. Outreach activities during period

1. **Internship Program:** OETA had numerous students from various colleges and universities participate in the internship program. Internships were available in production studio/control room, news and public affairs reporter/photojournalist and Documentary reporter/photojournalist/editor/writer.

2. **Scholarship Program:** OETA awarded four Dillehey/Thrash Scholarships during this period. These scholarships are awarded to outstanding students with broadcasting majors for use towards their education expenses. Students applied through the college-broadcasting departments at their schools in the fall. The applications were evaluated, the top candidates were interviewed and the top four students were awarded scholarships of \$1,000 each. Ms. Devon Gadberry, from University of Oklahoma, Mr. Darrell Strong Jr. from Langston University, Ms. Katherine Gilbert from Oklahoma Baptist University and Mr. Caleb Surly from Oklahoma State University are this year's winner.

3. **Broadcast Student Seminar:** In October 2015, OETA hosted its annual seminar for broadcast students enrolled at universities and colleges with membership in the Oklahoma Broadcast Educators Association (OBEA). The event was jointly organized and orchestrated by OETA and OBEA. It featured speakers and panels discussing relevant issues in broadcasting to give students the opportunity to ask questions and learn from seasoned professionals.

4. **Training Programs:** During this period, supervisors attended Human Resource Development Services workshops, and some of the employees attended technical training. Employees often attend professional training courses throughout the year.

5. **Community Engagement:** Traveled across the state to provide Ready to Learn parent workshops, teacher trainings and free family events that promote and encourage early learning. OETA also hosted more than 20,000 people attended events throughout Oklahoma for such events as OETA Day at the Capitol, a statewide Children's Storybook Contest and Celebration and Read Across Oklahoma at the OKC ZOO, bringing in thousands of Pre-K students, teachers and parents for a day of literacy celebration, free books and interaction with PBS KIDS characters. Provided free Cat in the Hat literacy engagement events at Metro Tech daycare centers and mercy Health Clinics. Introduced new Explore the Outdoors program at various Oklahoma State Parks that included STEM curriculum. Other services include four Downton Abbey screenings, Community Cinema screenings and discussions of documentary films, free educational materials at the Thomas the Train events. OETA provided digital media presentations and trainings for Oklahoma educators at education conferences. Staff from OETA attended the OAB (Oklahoma Association of Broadcasters) Career Fair in March 2015. The purpose of this fair is to join with other broadcasters to allow students and other professions from around the state to bring resumes and/or discuss job openings in the field of broadcasting.

Job Recruitment Listing – Traffic Assistant

Oklahoma State University	https://www.myinterfase.com/okstate/employer/
Oklahoma University	http://www.ou.edu/career/employers/index.html
OMES	Office of Management and Enterprise Services-State of Oklahoma
OETA and Internal Email	OETA website
Oklahoma Baptist	http://www.okbu.edu/campuslife/studentervices/submit_job.html
Oklahoma Christian	http://connect.oc.edu/networking/submit.asp
UCO	https://www.myinterfase.com/ucok/employer/home.aspx
East Central	https://www.myinterfase.com/ecok/employer/home.aspx
Northeastern Oklahoma State	https://www.myinterfase.com/nsuok/employer/
Oklahoma Association of Broadcasters	http://oabok.org/JobBank/Employers
Cameron University	http://www.collegecentral.com/cameron/
Oklahoma City Community College	http://www.collegecentral.com/occc/
Langston	jawallace@langston.edu
Daily Oklahoman	
Tulsa World	
Black Chronicle	
Oklahoma City Hispanic Chamber	

Job Recruitment Listing – Receptionist

Oklahoma State University	https://www.myinterfase.com/okstate/employer/
Oklahoma University	http://www.ou.edu/career/employers/index.html
OMES	Office of Management and Enterprise Services-State of Oklahoma
OETA and Internal Email	OETA website
Oklahoma Baptist	http://www.okbu.edu/campuslife/studentervices/submit_job.html
Oklahoma Christian	http://connect.oc.edu/networking/submit.asp
UCO	https://www.myinterfase.com/ucok/employer/home.aspx
East Central	https://www.myinterfase.com/ecok/employer/home.aspx
Tulsa University	https://utulsa-csm.symplicity.com/employers
Oklahoma Association of Broadcasters	http://oabok.org/JobBank/Employers
Cameron University	http://www.collegecentral.com/cameron/
Roger State University	http://rsu.edu/hirehillcats/employers.asp
Northeastern Oklahoma State	https://www.myinterfase.com/nsuok/employer/
Oklahoma City Community College	http://www.collegecentral.com/occc/
Langston	jawallace@langston.edu
Daily Oklahoman	
Tulsa World	
Black Chronicle	

Job Recruitment Listing – Traffic Assistant

Oklahoma State University	https://www.myinterfase.com/okstate/employer/
Oklahoma University	http://www.ou.edu/career/employers/index.html
OMES	Office of Management and Enterprise Services-State of Oklahoma
OETA and Internal Email	OETA website
Oklahoma Baptist	http://www.okbu.edu/campuslife/student-services/submit_job.html
Oklahoma Christian	http://connect.oc.edu/networking/submit.asp
UCO	https://www.myinterfase.com/ucok/employer/home.aspx
East Central	https://www.myinterfase.com/ecok/employer/home.aspx
Northeastern Oklahoma State	https://www.myinterfase.com/nsuok/employer/
Oklahoma Association of Broadcasters	http://oabok.org/JobBank/Employers
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Langston	jawallace@langston.edu
Daily Oklahoman	
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Black Chronicle	
Oklahoma City Hispanic Chamber	

Job Recruitment Listing – VP of Communications

Oklahoma State University	https://www.myinterfase.com/okstate/employer/
Oklahoma University	http://www.ou.edu/career/employers/index.html
OMES	Office of Management and Enterprise Services-State of Oklahoma
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Oklahoma Christian	http://connect.oc.edu/networking/submit.asp
UCO	https://www.myinterfase.com/ucok/employer/home.aspx
East Central	https://www.myinterfase.com/ecok/employer/home.aspx
Northeastern Oklahoma State	https://www.myinterfase.com/nsuok/employer/
Oklahoma Association of Broadcasters	http://oabok.org/JobBank/Employers
Cameron University	http://www.collegecentral.com/cameron/
Oklahoma City Community College	http://www.collegecentral.com/occc/
Langston	jawallace@langston.edu
Roger State University	http://rsu.edu/hirehillcats/employers.asp
Public Relations Association of OK	http://prsaokc.com/classifieds.php?type+job
Indeed.com	Indeed.com
CPB	CPB.org

Job Recruitment Listing – Digital Media Specialist

Oklahoma State University	https://www.myinterfase.com/okstate/employer/
Oklahoma University	http://www.ou.edu/career/employers/index.html
OMES	Office of Management and Enterprise Services-State of Oklahoma
OETA and Internal Email	OETA website
Oklahoma Christian	http://connect.oc.edu/networking/submit.asp
UCO	https://www.myinterfase.com/ucok/employer/home.aspx
East Central	https://www.myinterfase.com/ecok/employer/home.aspx
Northeastern Oklahoma State	https://www.myinterfase.com/nsuok/employer/
Oklahoma Association of Broadcasters	http://oabok.org/JobBank/Employers
Cameron University	http://www.collegecentral.com/cameron/
Oklahoma City Community College	http://www.collegecentral.com/occc/
Langston	jawallace@langston.edu
Roger State University	http://rsu.edu/hirehillcats/employers.asp
Public Relations Association of OK	http://prsaokc.com/classifieds.php?type+job
Monster	Monster.com
Indeed.com	Indeed.com
Simplyhired	Simplyhired.com
CPB	CPB.org