

2018-2019 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): February 1, 2018 through January 31, 2019
 Call signs of stations comprising the reporting Station Employment Unit:
 KETA-TV Oklahoma City

I. Full-time vacancies filled during period

- | | |
|---|-----------------------|
| 1. Job Title: Documentary Photojournalist | Date Filled: 04/02/18 |
| 2. Job Title: Director of Communications | Date Filled: 05/21/18 |
| 3. Job Title: Production Manager | Date Filled: 06/01/18 |
| 4. Job Title: Director | Date Filled: 09/01/18 |
| 5. Job Title: Vice President of Finance | Date Filled: 12/17/18 |
| 6. Job Title: Production Operator | Date Filled: 01/02/19 |

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): Documentary Photojournalist Date Filled: 04/02/18

Source	Contact Person	Address	Tel. No.
Website	George Taylor	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 2		1-Website	0-Referral 0-Classified 1-Unknown

See recruitment list below

2. Job Title (from Section I above): Director of Communications Date Filled: 05/21/18

Source	Contact Person	Address	Tel. No.
Referral	George Taylor	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 5		3-Website	0-Referral 0-Classified 2-Unknown

See recruitment list below

3. Job Title (from Section I above): Production Manager Date Filled: 06/01/18

Source	Contact Person	Address	Tel. No.
Website	George Taylor	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 3		1-Website	0-Referral 0-Classified 2-Unknown

See recruitment list below

4. Job Title (from Section I above): Director Date Filled: 09/01/18

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 person interviewed: 2		1-Website	0-Referral 0-Classified 1-Unknown

See recruitment list below

5. Job Title (from Section I above): Vice President of Finance Date Filled: 12/17/18

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 person interviewed: 2		2-Website	0-Referral 0-Classified 0-Unknown

See recruitment list below

6. Job Title (from Section I above): Production Operator

Date Filled: 01/02/19

Source	Contact Person	Address	Tel. No.
Referral	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes

Number of person interviewed: 2 1-Website 1-Referral 0-Classified 0-Unknown

See recruitment list below

III. Total number of persons interviewed for all full-time vacancies filled during period: 16

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

Source	Contact Person	Address	Tel. No.	
Interviewees Referred (no.)				
Website Postings	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	9
Referrals	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	1
Classified	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	0
Unknown	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	6

V. Outreach activities during period

- 1. 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 four students were awarded scholarships of \$1,000 each. Scholarships were given to these students: Jesse Risner (Southeastern Oklahoma State University), Vy Luong (University of Central Oklahoma), Malcom Quattlebaum (Langston University), and Avery Simon (University of Oklahoma).
- 3. Broadcast Student Seminar:** In October 2018, 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:** As a statewide network and Oklahoma’s only PBS affiliate station, OETA engages with local communities around the state in a variety of ways. OETA forwards the foremost PBS Kids educational television initiative by conducting workshops, camps, afterschool programs, teacher professional development workshops, and other community events. Additionally, OETA builds community engagement programming in the form of community screenings. All of OETA’s community engagement efforts offer an opportunity for thousands of Oklahoman to increase their educational capacity concerning literacy, STEM, and citizenship.

Job Recruitment Listing – Documentary Photojournalist

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
CPB	Corporation for Public Broadcasting https://www.cpb.org/jobline
NETA	National Educational Telecommunications Association http://www.netaonline.org/Professional-Development/Public-TV-Careers
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Director of Communications

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
CPB	Corporation for Public Broadcasting https://www.cpb.org/jobline
NETA	National Educational Telecommunications Association http://www.netaonline.org/Professional-Development/Public-TV-Careers
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Production Manager

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
CPB	Corporation for Public Broadcasting https://www.cpb.org/jobline
NETA	National Educational Telecommunications Association http://www.netaonline.org/Professional-Development/Public-TV-Careers
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Director

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
CPB	Corporation for Public Broadcasting https://www.cpb.org/jobline
NETA	National Educational Telecommunications Association http://www.netaonline.org/Professional-Development/Public-TV-Careers
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Vice President of Finance

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
CPB	Corporation for Public Broadcasting https://www.cpb.org/jobline
NETA	National Educational Telecommunications Association http://www.netaonline.org/Professional-Development/Public-TV-Careers
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Production Operator

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
CPB	Corporation for Public Broadcasting https://www.cpb.org/jobline
NETA	National Educational Telecommunications Association http://www.netaonline.org/Professional-Development/Public-TV-Careers
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/