

2025-2026 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): February 1, 2025 through January 31, 2026
Call signs of stations comprising the reporting Station Employment Unit:
KETA-TV Oklahoma City

I. Full-time vacancies filled during period

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|-----|--|-------------------------|
| 1. | Job Title: Vice President of Development | Date Filled: 03/24/2025 |
| 2. | Job Title: Production Operator | Date Filled: 04/23/2025 |
| 3. | Job Title: Friends of OETA Development Coordinator | Date Filled: 05/22/2025 |
| 4. | Job Title: Executive Administrative Assistant | Date Filled: 05/22/2025 |
| 5. | Job Title: Executive Director | Date Filled: 10/28/2025 |
| 6. | Job Title: Administrative Assistant | Date Filled: 10/10/2025 |
| 7. | Job Title: Network Maintenance Engineer | Date Filled: 11/17/2025 |
| 8. | Job Title: Traffic Assistant | Date Filled: 10/20/2025 |
| 9. | Job Title: Documentary Producer | Date Filled: 10/13/2025 |
| 10. | Job Title: Documentary Visual Storyteller | Date Filled: 01/22/2026 |

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): Vice President of Development Date Filled: 03/24/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 3 3-Website 0-Referral 0-Classified 0-Unknown
Source: Indeed Website - 1 Application; LinkedIn Website - 2 Applications
See recruitment list below

2. Job Title (from Section I above): Production Operator Date Filled: 04/23/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 2 1-Website 1-Referral 0-Classified 0-Unknown
Source: OMES website - 1 Application; Referral - 1 Application
See recruitment list below

3. Job Title (from Section I above): Friends of OETA Development Coordinator Date Filled: 05/22/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 3 2-Website 0-Referral 0-Classified 1-Unknown
Source: OMES website - 1 Application; LinkedIn Website - 1 Application; Current OETA Employee - 1 Application

See recruitment list below

4. Job Title (from Section I above): Executive Administrative Assistant Date Filled: 05/22/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 2 1-Website 1-Referral 0-Classified 0-Unknown
Source: Referral – 1 Applications; Indeed Website – 1 Application
See recruitment list below

5. Job Title (from Section I above): Executive Director Date Filled:10/28/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 5 3-Website 0-Referral 0-Classified 2-Unknown
Source: OETA Website – 3; Current OETA Employee – 2 Applications
See recruitment list below

6. Job Title (from Section I above): Administrative Assistant Date Filled:10/10/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 4 4-Website 0-Referral 0-Classified 0-Unknown
Source: OMES Website – 1 Application; OETA Website – 3 Applications
See recruitment list below

7. Job Title (from Section I above): Network Maintenance Engineer Date Filled:11/17/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 2 2-Website 0-Referral 0-Classified 0-Unknown
Source: OETA Website – 2 Applications
See recruitment list below

8. Job Title (from Section I above): Traffic Assistant Date Filled:10/20/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 3 3-Website 0-Referral 0-Classified 0-Unknown
Source: OETA Website – 2 applications; Indeed Website – 1 application
See recruitment list below

9. Job Title (from Section I above): Documentary Producer Date Filled:10/13/2025

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes
Number of persons interviewed: 2 0-Website 1-Referral 0-Classified 1-Unknown
Source: Referral – 1 Application; Current Employee – 1 Application
See recruitment list below

10. Job Title (from Section I above): Documentary Visual Storyteller Date Filled:01/22/2026

Source	Contact Person	Address	Tel. No.
Website	Ronna Whitehead	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501

Interviewed Person Hired? Yes

Number of persons interviewed: 3 3-Website 0-Referral 0-Classified 0-Unknown

Source: OETA Website – 2 Applications; OMES Website - 1

See recruitment list below

III. Total number of persons interviewed for all full-time vacancies filled during period:
29

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	Ronna Whitehead	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	12
Indeed – 3 Interviewees; OETA Website – 12 Interviewees; LinkedIn – 3 interviewees; OMES Website – 4 interviewees				
Referrals	Ronna Whitehead	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	3
OETA Website – 1 Interviewee				
Classified	Ronna Whitehead	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	0
Unknown	Ronna Whitehead	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	4
Application handed to OETA HR – 4 interviewees				

V. Outreach activities during period

- 1. 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 seven students were awarded scholarships of \$1,500 each. Scholarships were given to these students: Abbi Avers (University of Central Oklahoma), Brooklyn Brumley (Oklahoma City University), Jaxy Cloud (Northwestern Oklahoma State University), Fenix Ramos (Oral Roberts University), Aidan Tyler (University of Oklahoma), Kaycie Washington (Langston University), and Alivia Weddle (Oklahoma State University).
- 2. Broadcast Student Seminar:** On October 8, 2025, OETA co-hosted its annual seminar for broadcast students enrolled at universities and colleges with memberships 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.
- 3. Training Programs:** All supervisors are required to attend training in the following manner: All new supervisors are required to attend the equivalent of 4 days that include at least 6 hours of instruction a day or 24 hours. Any supervisor with one year of experience at OETA are required to attend the equivalent of 2 training days that include at least 6 hours of instruction a day or 12 hours. The training must be

related to increasing the effective performance of the supervisor. The supervisors often attend professional training courses throughout the year.

4. **Community Engagement:** In 2025, OETA participated in the UCO Mass Communications job fair on Tuesday, January 28, 2025, the OAB Student Day Career Fair on Thursday, March 30, 2025, and the East Central University All-Majors Career Fair on Friday, October 24, 2025

Job Recruitment Listing – Vice President of Development

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services State of Oklahoma Careers (myworkdayjobs.com)
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
Center for Nonprofits	Oklahoma City for nonprofit jobs Oklahoma Center For Nonprofits (okcnp.org)
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)
Livingston Associates	Public media recruiting Openings
Greater Public	Public Media Resources Home - Greater Public

Job Recruitment Listing – Friends of OETA Development Coordinator

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services State of Oklahoma Careers (myworkdayjobs.com)
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB

Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)
Greater Public	Public Media Resources Home - Greater Public

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 State of Oklahoma Careers (myworkdayjobs.com)
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)
Greater Public	Public Media Resources Home - Greater Public

Job Recruitment Listing – Executive Administrative Assistant

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
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
Greater Public	Public Media Resources Home - Greater Public

Job Recruitment Listing – Executive Director

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services State of Oklahoma Careers (myworkdayjobs.com)
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB
Greater Public	Public Media Resources Home - Greater Public

Job Recruitment Listing – Administrative Assistant

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services State of Oklahoma Careers (myworkdayjobs.com)
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB

Job Recruitment Listing – Network Maintenance Engineer

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/
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB

NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media

Job Recruitment Listing – Traffic Assistant

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/
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media

Job Recruitment Listing – Documentary Producer

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services State of Oklahoma Careers (myworkdayjobs.com)
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB

Job Recruitment Listing – Documentary Visual Storyteller

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services State of Oklahoma Careers (myworkdayjobs.com)
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)