

2021-2022 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): February 1, 2021 through January 31, 2022
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: Reporter | Date Filled: 08/11/21 |
| 2. Job Title: Multi-Media Photojournalist | Date Filled: 11/08/21 |
| 3. Job Title: Development Director | Date Filled: 01/19/22 |
| 4. Job Title: Vice President of Marketing & Communications | Date Filled: 01/27/22 |
| 5. Job Title: HR Generalist | Date Filled: 01/27/22 |

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): Reporter Date Filled: 08/11/21

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 persons interviewed: 3 3-Website 0-Referral 0-Classified 0-Unknown
Source: Indeed Website - 2 Applications; OETA Website - 1 Application
See recruitment list below

2. Job Title (from Section I above): Multi-Media Photojournalist Date Filled: 11/08/21

Source	Contact Person	Address	Tel. No.
Website	Shawn Black	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: OETA Website – 1 Application; Referral - 1 application was mailed to OETA
See recruitment list below

3. Job Title (from Section I above): Development Director Date Filled: 1/19/22

Source	Contact Person	Address	Tel. No.
Website	Shawn Black	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: Indeed Website - 2 Applications; Unknown – 1 application was mailed to OETA
See recruitment list below

4. Job Title (from Section I above): VP of Marketing & Communications Date Filled: 1/27/22

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

Interviewed Person Hired? Yes
Number of persons interviewed: 5 5-Website 0-Referral 0-Classified 0-Unknown
Source: Indeed Website - 5 Applications
See recruitment list below

5. Job Title (from Section I above): HR Generalist Date Filled: 1/27/22

Source	Contact Person	Address	Tel. No.
Website	Shawn Black	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 - 3 Applications
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:

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel. No.</u>	
Interviewees Referred (no.)				
Website Postings	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	14
Indeed – 12 Interviewees OETA Website – 2 Interviewee				
Referrals	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501	1
Application mailed to OETA – 1 Interviewee				
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	1
Application mailed to OETA – 1 Interviewee				

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 five students were awarded scholarships of \$1,000 each. Scholarships were given to students from the following Universities: East Central University, Langston University, University of Central Oklahoma, University of Oklahoma, and Oklahoma State University.
- 3. Broadcast Student Seminar:** Due to COVID-19 Restrictions, OETA was unable to host its annual seminar for broadcast students enrolled at universities and colleges with membership in the Oklahoma Broadcast Educators Association (OBEA).
- 4. Training Programs:** During this period, supervisors attended Human Resource Development Services and/or diversity workshops. 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.
- 5. Community Engagement:** Due to COVID-19 restrictions, OETA reduced in person recruitment at statewide career job fairs. In addition, OETA participates in an annual high school program that promotes careers in broadcasting. In FY21, the program was cancelled due to COVID-19 restrictions.

6. Job Recruitment Listing – Reporter

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
NABJ	National Association of Black Journalist https://nabjcareers.org/
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Multi-Media 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/
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Development 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/
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
Public Media Jobs	Public Media Jobs https://jobs.current.org/

Job Recruitment Listing – Vice President of Marketing and 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/
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/
NETA	National Educational Telecommunications Association https://www.netaonline.org/careers-public-media
Public Media Jobs	Public Media Jobs https://jobs.current.org/

Job Recruitment Listing – HR Generalist

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
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/