

2024-2025 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): February 1, 2024 through January 31, 2025
 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: Multi-Media Journalist | Date Filled: 02/20/2024 |
| 2. | Job Title: Documentary Producer | Date Filled: 04/15/2024 |
| 3. | Job Title: Vice President of Marketing & Communications | Date Filled: 4/18/2024 |
| 4. | Job Title: Multi-Media Journalist | Date Filled: 11/05/2024 |
| 5. | Job Title: Digital Content Producer | Date Filled: 01/16/2025 |

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): Multi-Media Journalist Date Filled: 02/20/2024

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

2. Job Title (from Section I above): Documentary Producer Date Filled: 04/15/2024

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 Applications; Current OETA Employee – 1 Application			
See recruitment list below			

3. Job Title (from Section I above): Vice President of Marketing & Communications Date Filled: 04/18/2024

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: OK Job Match Website – 1 Application; LinkedIn Website - 1 Applications			
See recruitment list below			

4. Job Title (from Section I above): Multi-Media Journalist Date Filled: 11/05/2024

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: LinkedIn Website – 1 Applications; Referral – 1 Application

See recruitment list below

5. Job Title (from Section I above): Digital Content Producer Date Filled: 01/16 /2025

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

Interviewed Person Hired? Yes

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

Source: OETA Website – 1 Applications; Current OETA Employee – 1 Application

See recruitment list below

**III. Total number of persons interviewed for all full-time vacancies filled during period:
12**

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 7
Indeed Website– 1 Interviewees; OETA Website – 4 Interviewees; LinkedIn Website – 2 interviewees; OK Job Match – 1 Interviewee			
Referrals	Ronna Whitehead	7403 N Kelley Avenue OKC, OK 73111	405-848-8501 2
Application emailed to OETA – 2 Interviewees			
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 3
Current OETA Employees – 3 interviewees			

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 \$1,500 each. Scholarships were given to these students: Shanice Hopkins (University of Central Oklahoma), Jonathan Menie (Oklahoma City University), Tara Owen (Northwestern Oklahoma State University), and Whitney Smith (University of Oklahoma).
- 3. Broadcast Student Seminar:** On October 9, 2024, 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 OBFA. 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:** 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:** In 2024, OETA participated in the UCO Mass Communications job fair on Wednesday, February 28, 2024, and the OAB Student Day Career Fair on Thursday, April 4, 2024.

Job Recruitment Listing – Multi-Media Journalist

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/
CPB	Corporation for Public Broadcasting Public Media Employment Opportunities CPB
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)

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)
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)
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/

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

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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

Job Recruitment Listing – Digital Content 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
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