

2022-2023 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): February 1, 2022 through January 31, 2023
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: Building and Maintenance Supervisor | Date Filled: 2/8/2022 |
| 2. Job Title: News Photographer | Date Filled: 2/14/2022 |
| 3. Job Title: Producer/Booker | Date Filled: 5/3/2022 |
| 4. Job Title: Multimedia Photojournalist | Date Filled: 6/6/2022 |
| 5. Job Title: Digital Media Specialist | Date Filled: 6/8/2022 |
| 6. Job Title: Production Operator | Date Filled: 8/8/2022 |
| 7. Job Title: Membership Specialist | Date Filled: 10/14/2022 |
| 8. Job Title: Vice President of Education | Date Filled: 12/6/2022 |
| 9. Job Title: Master Control Operator | Date Filled: 1/3/2023 |

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): Building and Maintenance Supervisor Date Filled: 2/8/2022

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel. No.</u>
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 - 2 Applications; OETA Website - 1 Application
See recruitment list below

2. Job Title (from Section I above): News Photographer Date Filled: 2/14/2022

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel. No.</u>
Unknown	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 mailed in to OETA
See recruitment list below

3. Job Title (from Section I above): Producer/Booker Date Filled: 5/3/2022

<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: 3 3-Website 0-Referral 0-Classified 0-Unknown
Source: OETA Website – 3 Application
See recruitment list below

4. Job Title (from Section I above): Multimedia Photojournalist Date Filled: 6/6/2022

<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: 3 3-Website 0-Referral 0-Classified 0-Unknown
Source: OETA Website – 1 Application; Indeed Website - 1 Application; LinkedIn Website – 1 Application
See recruitment list below

5. Job Title (from Section I above): Digital Media Specialist Date Filled: 6/8/2022

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 these students: Cade Kennedy (Northwestern Oklahoma State University), Paris Taylor-Mahone (Langston university), Michaela Childs (Oklahoma City University), Jace Andrews (Oklahoma State University), Kevin Palomino (University of Oklahoma), Heather Smith (Rogers State University), and Jocelyn Schifferdecker (University of Central Oklahoma).
3. **Broadcast Student Seminar:** In October 2022, 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 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 FY22, the program was cancelled due to COVID-19 restrictions at the high school level.

6. **Job Recruitment Listing – Building and Maintenance Supervisor**

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/

Job Recruitment Listing – News Videographer

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/

Job Recruitment Listing – Producer/Booker

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/

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
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing –Digital Media Specialist

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/

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/
LinkedIn	LinkedIn Internet Job Posting Service LinkedIn: Log In or Sign Up
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Membership Specialist

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
Public Media Jobs	Public Media Jobs https://jobs.current.org/
Center for Nonprofits	Oklahoma Center for nonprofit jobs Recent Jobs - Oklahoma Center for Nonprofits (okcnp.org)

Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)
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Job Recruitment Listing –Vice President of Education

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
Public Media Jobs	Public Media Jobs https://jobs.current.org/
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)

Job Recruitment Listing –Master Control 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/
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
Public Media Jobs	Public Media Jobs https://jobs.current.org/
Handshake	Multiple College Career Internet Platform Sign In Handshake (joinhandshake.com)