

Tyler Broadcasting Corporation
January 2010
Annual EEO Public File Report For Stations
KKNG-FM, KOCY-AM, KTLR-AM, KOJK-FM, KTUZ-FM, KTUZ-TV, KUOK-TV, KUTU-CA,
KOKT-LP, KWDW-LP, KCHM-LP

The purpose of this EEO Public Report ("Report") is to comply with the Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of Tyler Broadcasting Corporation, the Station Employment Unit (SEU) comprised of the following stations:

| | | |
|----------------------|-------------------|------------|
| KKNG-FM | Newcastle, OK | Id # 50168 |
| KOCY-AM | Del City, OK | Id # 6747 |
| KOJK-FM | Blanchard, OK | Id# 73947 |
| KTLR-AM | Oklahoma City, OK | Id# 59366 |
| KTUZ-FM | Okarche, OK | Id# 14762 |
| KTUZ-TV | Shawnee, OK | Id# 77480 |
| KUOK-TV | Woodward, OK | Id# 86532 |
| KUTU-CA | Tulsa, OK | Id# 31369 |
| KOKT-LP | Sulpher, OK | Id# 72568 |
| KWDW-LP | Oklahoma City, OK | Id# 36850 |
| KCHM-LP | Oklahoma City, OK | Id# 14885 |
| FM Translator K243BJ | | |
| | Oklahoma City, OK | Id# 139283 |

This report is required to be in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning January 22nd, 2009, to and including January 21st, 2010, (the "Applicable Period"). The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the STU during the applicable period.
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hire accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by email.

- Appendix I Vacancy Information
- Appendix II Recruitment Source Information
- Appendix III Supplemental (Non-vacancy specific) Recruitment Activities Undertaken

Appendix I

Tyler Broadcasting Corporation January 2010

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KKNG-FM, KOCY-AM, KTLR-AM, KOJK-FM, KTUZ-FM, KTUZ-TV, KUOK-TV, KUTU-CA, KOKT-LP, KWDW-LP, KCHM-LP

Covering the period from January 22nd, 2009, to and including January 21st, 2010

Vacancy Information

| <u>Full-time Positions Filled</u> | <u>Recruitment Source of Hire</u> | <u>Total Number of Interviewees from all sources for this Position.</u> |
|-----------------------------------|-----------------------------------|---|
| 1. Sales Executive | Internal Referral | 4 |
| 2. Sales Executive | KTUZ (Website & on-air promotion) | Included in position 1 |
| 3. Receptionist | KTUZ (Website & on-air promotion) | 1 |
| 4. TV Program/Reporter | Internal Referral | 2 |
| 5. TV Program/Reporter | Internal Referral | Included in position 4 |
| 6. Traffic Assistant | TV Website | 4 |

Appendix II

Tyler Broadcasting Corporation

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Recruitment Source Information

| <u>Recruitment Source Used</u> | <u>Total Number of Interviewees This Source Provided During This Period</u> | <u>Full Time Positions Filled From This Source</u> |
|---|---|--|
| Name: The Oklahoma Association Of Broadcasters Address: 6520 N. Western, Oklahoma City, OK 73116 Contact: Carl Smith, by Website WWWOABOK.ORG | 2 | 0 |
| Name: Oklahoma University Address: Career Planning and Placement, 900 Asp, Norman, OK 73019 Contact: Attn: Job Openings, by mail | 1 | 0 |
| Name: University of Central Oklahoma Address: 100 N. University Dr., Edmond, OK 73034 Contact: Attn: Job Placement, by mail | 0 | 0 |
| Name: Oklahoma State University Address: www.hireosugrads.com | 0 | 0 |
| Name: Internal Referral Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri | 3 | 3 |

Appendix II (cont.)

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Covering the period from January 22nd, 2009, to and including January 21st, 2010

Recruitment Source Information

| <u>Recruitment Source Used</u> | <u>Total Number of Interviewees This Source Provided During This Period</u> | <u>Full Time Positions Filled From This Source</u> |
|---|---|--|
| Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station = KKNG Website: WWW.KKNG.COM | 0 | 0 |
| Name: KTUZ, Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station = KTUZ Website: WWW.KTUZ.COM | 2 | 2 |
| Name: KTUZ-TV, Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station: T-30 Telemundo Website: WWW.KTUZTV.COM | 3 | 1 |
| Name: KUOK/KUTU TV, Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station: Univision Oklahoma City/Tulsa | 0 | 0 |
| Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station = KOJK Website: WWW.JACKOKC.com | 0 | 0 |

Appendix III

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Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the SEU

Intern program

Tyler Broadcasting Corporation's intern program, which was started in 1993, consists of hiring high school and college students who are interested in broadcasting to assist station personal with their daily responsibilities. These interns have, and continue to assist Tyler Broadcasting Corporation staff in programming, engineering, promotion and sales.

Some specific intern duties include: assisting engineering with setting up remote broadcast, working with on-air staff to develop programs; assisting in the station's promotional campaigns; and assisting sales department with sales materials. Since the programs inception, several interns have moved into full or part-time positions with the company.

Listing of upper level jobs with groups whose membership includes substantial participation of women and minorities

During the period covered by this report, full time job openings are advertised on our station websites, and in over the air advertisements on our stations. Due to the continued growth of our Spanish language stations KTUZ-FM radio and KTUZ-TV Telemundo Oklahoma City, KUOK-TV Univision Oklahoma City, and KUTU Univision Tulsa, attracting applicants with bilingual Spanish and English skills remains a high priority. In an attempt to insure women and minority applicants are reached, job openings are advertised on KTUZ-FM, Tyler Broadcasting's 24 hour, Spanish language radio station, and all three Spanish language television stations. Advertising on our Spanish speaking stations continues to be effective as evidenced by the fact that for this reporting period, 100% of positions covered were filled by Hispanic applicants, and 67% of the positions covered were filled by women.

Sponsor Festival de Fiestas

In August 2009 Tyler Broadcasting Corporation sponsored Festival de Fiestas, a business exposition. KTUZ-TV staff were on site to promote broadcasting careers, translate in Spanish, and distribute applications. The event was attended by over 5000 job seekers. Participants included representatives from companies in the communication, hotel, restaurant and catering industries.

Hispanic Business Expo

In July 2009 Tyler Broadcasting Corporation participated in the Hispanic Chamber of Commerce Expo held at the Oklahoma State Fairgrounds. Employees were available for consultation on career opportunities in broadcasting (both radio and television), and encouraged Expo attendees

to complete employment applications. Event organizers estimated the attendance at over 13,000 visitors.

University of Oklahoma Gaylord School of Journalism Partnership

On a weekly basis throughout 2009, Tyler Broadcasting Corporation has offered students enrolled in the University of Oklahoma's Gaylord School of Journalism the opportunity to develop, produce, and edit news stories relating to the University of Oklahoma, or local communities, and submit their story for airing on our live newscast. This program gives students the opportunity to experience real news reporting and see their work broadcast as part of a nightly local news cast. To date, this program has resulted in the hiring of one staff member.