

**Tyler Broadcasting Corporation**  
**January 2018**  
**Annual EEO Public File Report for Stations**

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:

KJKE-FM	Newcastle, OK	Id # 50168
KEBC-AM	Del City, OK	Id # 6747
KTUZ-FM	Okarche, OK	Id# 14762
KMGL-FM	Oklahoma City, Ok	Id# 55708
KRXO-FM	Oklahoma City, OK	Id# 16851
KOMA-FM	Oklahoma City, OK	Id# 72469
KOKC-AM	Oklahoma City, OK	Id# 73981
KTUZ-TV	Shawnee, OK	Id# 77480
KUOK-TV	Woodward, OK	Id# 86532
KUTU-CD	Tulsa, OK	Id# 31369
KOCY-LP	Oklahoma City, OK	Id# 36850
KUOK-CD	Oklahoma City, OK	Id# 14885
KTUZ-AM	Claremore, OK	Id# 50215
KZLI AM	Catoosa, OK	Id# 59978
FM Trslr 96.5	K243BJ, Oklahoma City, OK	Id# 139283
FM Trslr 92.9	K225BN, Oklahoma City, OK	Id# 139270
FM Trstr 104.5	K283BW, Oklahoma City, OK	Id# 145901
FM Trslr 103.1	K276EX, Oklahoma City, OK	Id# 145396
FM Trslr 96.9	K245BZ, Tulsa, OK	id# 158270
FM Trslr 107.9	K300CY, Broken Arrow, OK	id# 157502
FM Trslr 104.7	K284AZ, Borger, TX	id# 153649

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, 2017, to and including January 21st, 2018, (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 2018

#### Annual EEO Public File Report for Stations KJKE, KEBC, KTUZ FM, KMGL, KRXO, KOMA, KOKC, KTUZ TV, KUOK TV, KUTU CD, KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX, K245BZ, K300CY, K284AZ

Covering the period from January 22nd, 2017, to and including January 21st, 2018

#### 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. Traffic	English Radio Ads	3
2. Receptionist	Job Fair	2
3. Radio On Air	Internal Promotion	4
4. Radio On Air	English Radio Ads	Included in line 3
5. Radio On Air	English Radio Ads	Included in line 3
6. TV News Programming	Job Fair	12
7. TV News Programming	Spanish Radio Ads	Included in line 6
8. TV News Programming	Spanish TV Ads	Included in line 6
9. TV News Programming	Job Fair	Included in line 6
10. TV News Programming	Job Fair	Included in line 6
11. TV News Programming	Job Fair	Included in line 6
12. TV News Programming	Job Fair	Included in line 6
13. TV News Programming	Job Fair	Included in line 6
14.. Sales	English Radio Ads	13
15. Sales	OAB	Included in line 14
16. Sales	English Radio Ads	Included in line 14
17. Sales	English Radio Ads	Included in line 14
18. Sales	Spanish Radio Ads	Included in line 14
19. Sales	Spanish TV Ads	Included in line 14
20. Sales	Job Fair	Included in line 14

**Appendix II**

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**KJKE, KEBC, KTUZ FM, KMGL ,KRXO, KOMA ,KOKC, KTUZ TV, KUOK TV, KUTU CD, KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX, K245BZ, K300CY, K284AZ**

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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 (OAB) Address: 6520 N. Western, Oklahoma City, OK 73116 Contact: Carl Smith, by Website WWWOABOK.ORG	1	2
Name: Internal Promotion or Professional Referral Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri	1	1
Name: On Air English Language Radio Ads Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri Station: KJKE, KMGL, KOMA, KRXO, KOKC Website: <a href="http://WWW.tylermedia.com">WWW.tylermedia.com</a>	6	11
NAME: HISPANIC JOB FAIR/ EXPO Hispanic Chamber of Commerce Address: 3321 S. Western, Oklahoma City, OK 73109 Contact: Armando Rubio, 405-631-4421	8	11

**Appendix II (cont.)**

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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: On Air Spanish Language Radio and TV Ads KTUZ-TV KUOK-TV, KUTU-TV, KTUZ FM, KTUZ AM, Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 731299 Contact: Robert DeNegri Website: WWW.unidosok.com	4	9

## Appendix III

### Tyler Broadcasting Corporation January 2018 Annual EEO Public File Report for Stations

KJKE, KEBC, KTUZ FM, KMGL ,KRXO, KOMA ,KOKC, KTUZ TV, KUOK TV, KUTU CD,  
KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX, K245BZ, K300CY, K284AZ

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

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

In an attempt to insure minority applicants are reached, job openings are advertised on Spanish language stations, in both the Oklahoma City, and Tulsa DMAs, and on English owned radio stations serving the Oklahoma City DMA. In addition, job openings are continuously posted on Oklahoma Association of Broadcasters web site. These advertising vehicles have proven to be very effective: 60% of full time positions were filled with women; 50% of full time positions were filled with minorities; 75% of full time positions covered by this report were filled by either a woman or minority applicant.

#### **Intern program**

Tyler Broadcasting Corporation's intern program, which was started in 1993, consists of employing students attending college, high school, or vocational school, college age students that have an interest in journalism, or marketing. These internships are part of a formal educational process that includes correspondence and certification by the institution of higher learning in which the Intern is enrolled. These individuals assist management with their daily tasks. These interns have, and continue to assist staff in programming, engineering, promotion and sales.

Some specific intern duties include: assisting engineering with setting up remote broadcast, assisting with the development of programs, television commercial production, assisting in promotional campaigns, and assisting with the preparation of sales materials. Since the program's inception, several interns have moved into full or part-time positions with the company.

#### **Greater Oklahoma City Hispanic Chamber of Commerce Job Fair**

In February 2017 Tyler Media helped sponsor the Hispanic Chamber of Commerce job Fair "Who's Hiring Now" Job Fair. Tyler Broadcasting Corporation staffed a booth at which applications were received and information regarding our careers in broadcasting were distributed. Tyler Media supported the event with on-air advertising.

#### **Greater Oklahoma City Hispanic Chamber of Commerce Job Fair**

In June 2017 Tyler Media helped sponsor the Hispanic Chamber of Commerce job Fair "Who's Hiring Now" Job Fair. Tyler Broadcasting Corporation staffed a booth at which applications were received and information regarding our careers in broadcasting were distributed. Tyler Media supported the event with on-air advertising.

#### **Hispanic Business Expo**

In July 2017 Tyler Broadcasting Corporation was a Sponsor of Viva OK Hispanic Chamber Expo and Career Fair, held at Plaza Mayor in Oklahoma City. More than 20,000 attendees were present over the preceding two years. Employees from Tyler Broadcasting Corporation stations worked booths to distribute applications, and discuss careers in broadcasting. Vendors included credit unions, Oklahoma City Public Schools, colleges, construction firms, restaurants, hotels, and grocery stores.

**Appendix III (cont.)**

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**Bi-Lingual Job Fair Oklahoma City Community College**

October 2017 Tyler Broadcasting Corporation partnered with Oklahoma City Community college to host the largest Bi-lingual Job Fair in the State of Oklahoma. Over 3,000 prospective employees attended. Tyler Broadcasting station management and station personnel were present to encourage attendees to complete applications and to answer questions regarding broadcasting careers.

**Station Tours**

Tyler Broadcasting Corporation routinely hosts youth groups such as the cub scouts, girl scouts, boy scouts, and high school students enrolled in Oklahoma History courses for tours of our radio and television facilities. Station personnel and management is available for questions and answer sessions. These tours expose the youth in our community to the broadcasting industry and potential career choices that are available in radio and television.

**Oklahoma Association of Broadcasting Job Fair**

In March 2017, Tyler Broadcasting employees from both Oklahoma City and Tulsa participated in the OAB Job Fair held in Oklahoma City. Over 150 students representing 12 different colleges or universities attended. Station management was present to answer questions and assist in completion of applications.