

**Tyler Broadcasting Corporation
Annual EEO Public File Report for Stations
January 2021**

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 |
| KRXO AM | Claremore, OK | Id# 50215 |
| KTUZ 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 103.3 | K277DD, Norman, OK | id# 153649 |
| FM Trslr 104.1 | K280CO, Tulsa, OK | id# 142076 |
| FM Trslr 101.9 | K270BK, Tulsa OK | id# 157239 |

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, 2020, to and including January 21st, 2021, (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

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KJKE FM, KEBC AM, KTUZ FM, KMGL FM, KRXO FM, KOMA FM, KOKC AM, KTUZ TV, KUOK TV, KUTU CD, KOCY LP, KUOK CD, KRXO AM, KTUZ AM, K243BJ, K225BN, K283BW, K276EX, K245BZ, K300CY, K277DD, K280CO, K270BK

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 | English Radio Ads | 5 |
| 2. Sales | Spanish Radio/TV Ads | Included in line 1 |
| 3. Local Sales Mgr | Referral/Internal Promotion | 1 |
| 4. Traffic | OAB | 3 |
| 5. Traffic | OAB | Included in line 5 |
| 6. TV News/Production | Spanish Radio/TV Ads | 4 |
| 7. TV News/Production | Referral/Internal Promotion | Included in line 6 |
| 8. TV News/Production | Referral/Internal Promotions | Included in line 6 |

Appendix II

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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 | 5 | 2 |
| Name: Internal Promotion or Professional Referral Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri | 3 | 3 |
| 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: WWW.tylermedia.com | 1 | 1 |
| NAME: HISPANIC JOB FAIR/ EXPO Hispanic Chamber of Commerce Address: 3321 S. Western, Oklahoma City, OK 73109 Contact: Armando Rubio, 405-631-4421 | 0 | 0 |

Appendix II (cont.)

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| <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 | 2 |
| Name: LinkedIn Address: 1000 W. Maude Ave, Sunnyvale, CA 94085 Contact: Customer Service Website: WWW.business.linkedin.com/sales-solutions | 0 | 0 |

Appendix III

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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: 100% of fulltime positions covered by this report were filled by either a female or minority applicant. Fifty percent (50%) of full-time positions were filled with women. Fifty percent (50%) of full-time positions were filled with minorities.

Oklahoma Association of Broadcasting Job Fair

The annual Oklahoma Association of Broadcasting Job was canceled in 2020 due to social distancing restrictions mandated by COVID 19. We look forward to resuming our participation in this job fair. In the past Tyler Broadcasting employees from both Oklahoma City and Tulsa participated in the OAB Job Fair held in Tulsa, Oklahoma. Approximately 200 college students attend with virtually every college or University in the state of Oklahoma represented.

Greater Oklahoma City Hispanic Chamber of Commerce Job Fair

Tyler Broadcasting has been a leading sponsor and promoter of the annual job fair held by the Oklahoma City Hispanic Chamber of Commerce. Due to social distancing restrictions mandated by COVID 19 pandemic this job fair was not held. Tyler Broadcasting looks forward to continuing their longstanding support and promotion of this event when it is resumed. Tyler Broadcasting Corporation staffs a booth at which applications are received and information regarding careers in broadcasting are distributed. The event is promoted on all our Spanish language radio and TV stations.

Station Tours

Tyler Broadcasting Corporation routinely coordinates tours of our radio and TV facilities to educate students on TV and Radio production. These tours are attended by high school and vocational training school students enrolled in video or audio curriculum courses. This behind the scenes look at broadcasting exposes the youth in the community to the broadcasting industry, and encourages the participants to learn more about careers in broadcasting. Station personnel and management are available to the guests to answer any questions they have regarding employment opportunities in broadcasting. Due to social distancing restrictions mandated by COVID 19 station tours were not held. Tyler Broadcasting looks forward to continuing their longstanding support and promotion of broadcasting careers by encouraging high school students to learn more about the industry through these tours.

Appendix III (cont.)

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Intern program

Tyler Broadcasting Corporation's intern program, which was started in 1993, consists of employing students attending high school, vocational school, or college that have an interest in journalism, or marketing. Interns are exposed to the daily operational needs of radio or TV stations, and provide hands on assistance to Tyler Broadcasting Corporation employees as they carry out their daily tasks.

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.

Due to social distancing restrictions mandated by COVID 19, and high school and colleges conducting classes in a virtual setting, internships were suspended until it is safe to resume in person learning.