

# EEO PUBLIC FILE REPORT

FOR

KTEN TV  
Ada, Oklahoma

This EEO Public File Report  
Covers the Period  
February 01, 2007 to January 31, 2008

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in KTEN TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the period February 01, 2007 to January 31, 2008, the station filled the following full-time vacancies:

Videographer /Tape Editor/Live Truck Operator  
Account Executive  
Master Control Operator  
Office Manager  
Main News Anchor  
Videographer /Tape Editor/Live Truck Operator  
Master Control Operator  
Maintenance person  
Office Coordinator  
Reporter Producer  
Reporter Producer  
Reporter Ardmore  
Meteorologist  
Reporter Producer  
Main Sports Anchor

The station interviewed a total of 42 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

| <u>Recruitment Source</u>         | <u>Total Number of Interviewees Referred</u> |
|-----------------------------------|--|
| TVJobs.com                        | 8  |
| KTEN.com                          | 8  |
| Staff references/internal posting | 3  |

|  |   |
|--|---|
| TAB.org                                    | 2 |
| OAB.org                                    | 0 |
| Self referral (walk or phone in)           | 0 |
| Murray State College                       | 0 |
| Southeastern Oklahoma State University     | 0 |
| Austin College                             | 0 |
| Grayson County College                     | 0 |
| The Art Institute of Dallas                | 0 |
| NAACP                                      | 0 |
| Denison Ministerial Alliance               | 0 |
| Hispanic Organization of Texoma            | 0 |
| University of North Texas                  | 0 |
| Sherman Business and Professional Women    | 0 |
| Day Timers Business and Professional Women | 0 |
| Texoma Business and Professional Women     | 0 |
| Denison Business and Professional Women    | 0 |
| University of Central Oklahoma             | 0 |
| University of Oklahoma                     | 0 |
| Cameron University                         | 0 |
| East Central University                    | 0 |
| Langston University                        | 0 |
| NWOSU                                      | 0 |
| Northeastern Oklahoma A&M                  | 0 |
| Northeastern State University              | 0 |
| Oklahoma Baptist University                | 0 |
| Oklahoma Christian University              | 0 |
| Oklahoma City Community College            | 0 |
| Oklahoma City University                   | 0 |
| Oklahoma State University                  | 0 |
| Rodgers University                         | 0 |
| Southern Nazarene University               | 1 |
| Chickasaw Nation Administration            | 0 |
| Choctaw Nation Headquarters                | 0 |

|                                 |    |
|---------------------------------|----|
| Broadcaster Marketing           | 0  |
| Industry Referral               | 1  |
| Self Referral (walk in)         | 1  |
| Herald Democrat                 | 13 |
| Durant Democrat                 | 1  |
| Rose State College              | 0  |
| American Broadcasting School    | 0  |
| Los Angeles Reporters Clinic    | 0  |
| North Lake College              | 0  |
| Brown College                   | 0  |
| Personal referral               | 2  |
| Oklahoma Dept of Human Services | 0  |
| University of Miami             | 0  |
| Workforce Texoma                | 1  |
| Express Personnel               | 1  |

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report. \* \* \* \* \*



**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Videographer/Tape editor/Live Truck Operator  
Recruitment Source That Referred the Hiree: Self referral – walk in

Date Vacancy Opened: 2/02/07      Total Number of Persons Interviewed for the Vacancy: 1  
Date Vacancy Filled: 2/07/07

**Recruitment Sources Used to Fill the Vacancy**

| Name of Recruitment Source   | Address    | Contact Person   | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification? |
|------------------------------|------------|------------------|------------------|---|--------------------------------------|
| Self referral walk in        |            | Robert Henderson | n/a              | 1   | No                                   |
| Station webpage              | Kten.com   | Asa Jessee       | 800.375.5836     | 0   |                                      |
| Texas Assoc. of Broadcasters | TAB.org    | n/a              | n/a              | 0   | No                                   |
| OK Assoc of Broadcasters     | OABOK.org  |                  |                  | 0   | No                                   |
| Industry webpage             | TVJobs.com | n/a              | n/a              | 0   | No                                   |

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Account Executive  
Recruitment Source That Referred the Hiree: Staff referral

Date Vacancy Opened: January 02, 2007  
Date Vacancy Filled: April 2, 2007

Total Number of Persons Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source       | Address  | Contact Person   | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|----------------------------------|--|------------------|------------------|---|-------------------------------------|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460                            | Amanda Baldridge | 580-371-2371     | 0   | Yes                                 |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701          | Scott Hensley    | 580-745-2000     | 0   | No                                  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090            | Margie Norman    | 903-813-2268     | 0   | Yes                                 |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020                            | Susan Lancaster  | 903-465-6030     | 0   | No                                  |
| The Art Institute of Dallas      | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231 | David B. Elias   | 214-812-1234     | 0   | Yes                                 |
| NAACP                            | 1703 East Mulberry<br>Sherman, TX 75090                            | Karen Spencer    | 903-893-0087     | 0   | No                                  |

|  |  |                            |              |   |     |
|--|--|----------------------------|--------------|---|-----|
| Denison Ministerial Alliance             | 700 West Walker Street<br>Denison, TX 75020                                  | Manuel Gardner             | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076                                  | Sylvia Garcia-Luyms        | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203  | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091   | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091   | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525  | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | <a href="mailto:sundancemedical@hotmail.com">sundancemedical@hotmail.com</a> | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034                                     | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019                                       | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |
| Cameron University                       | 2800 West Core<br>Lawton, OK 73505   | Steve Adams                | 580-581-2211 | 0 | No  |
| East Central University                  | Box S-68<br>Ada, OK 74820  | Dr. Donna Gough            | 580-332-8000 | 0 | Yes |

|                                 |   |                        |              |   |     |
|---------------------------------|---|------------------------|--------------|---|-----|
| Langston University             | 304 Sanford Hall<br>Langston, OK 73050  | Chaz Kyser             | 405-466-2231 | 0 | No  |
| NWOSU                           | 709 Oklahoma Blvd<br>Alva, OK 73717<br><a href="mailto:tfloyd@nwosu.edu">tfloyd@nwosu.edu</a> | Terry Floyd            | 580-327-1700 | 0 | No  |
|                                 | <a href="mailto:jaschroeder@nwosu.edu">jaschroeder@nwosu.edu</a>                              | Jesse Schroeder        |              |   |     |
| Northeastern Ok A&M             | 200 I Street NE<br>Miami, OK 74354  | S. Justin Porrot       | 918-540-6994 | 0 | Yes |
| Northeastern State University   | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services        | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University     | Telecommunications Center<br>Shawnee, OK 74801  | Dr. Rodger Hadley      | 405-275-2850 | 0 | No  |
| Oklahoma Christian University   | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson      | 405-425-5230 | 0 | No  |
| Oklahoma City Community College | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert | 405-682-5104 | 0 | No  |
| Oklahoma City University        | 2501 N Blackwelder<br>Oklahoma City, Ok 73106   | Karlie Harmon          | 405-521-5104 | 0 | No  |



|   |   |  |                  |   |     |
|---|---|--|------------------|---|-----|
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br><a href="mailto:Jack.hodgeson@okstate.edu">Jack.hodgeson@okstate.edu</a><br><a href="mailto:Marc.krein@okstate.edu">Marc.krein@okstate.edu</a><br><a href="mailto:John.mcguire@okstate.edu">John.mcguire@okstate.edu</a> | Jack Hodgson<br>Marc Krein<br>John McGuire | 405-744-5253     | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017   | Cathie Coomer                              | 918-343-7740     | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles                                | 405-491-6366     | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, OK 74821  | Jalinda Power                              | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters                                       | PO Drawer 1210<br>Durant, OK 74702  | Barbara Brumback                           | 580-924-8280     | 0 | No  |
| Northeastern State Univ.  | 1601 S. Pine Ave<br>Broken Arrow, OK 74012  | Mike Jett                                  |                  | 0 | No  |
| Broadcaster Mkt. Services   | 4737 Red Leaf Circle<br>Birmingham, AL 35226  | David Brody                                | 205-979-4577     | 0 | yes |
| Rose State  |   | Sherri King                                | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic                                      | <a href="mailto:Mrjackson41@hotmail.com">Mrjackson41@hotmail.com</a>  |  |                  | 0 | No  |
| American Broadcasting School                                      | 712 North Watson Road, Ste 200<br>Arlington, TX 76011   | Michelle McConnell                         | 817-695-2474     | 0 | No  |

|                                    |  |                    |              |   |    |
|------------------------------------|--|--------------------|--------------|---|----|
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX   | Andy Chiles        | 972.273.3571 | 0 | No |
| Brown College                      | 1440 Northland Drive<br>Mendota Heights, MN 551201                             | Amber Luckie-Parks | 651.905.3465 | 0 | No |
| University of Miami                | 249 Ashe Bldg/1252 Memorial Dr<br>Coral Gables, FL 33124<br>sroberts@miami.edu | Samuel Roberts     | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)   | Paula Meacham      | 800.375.5836 | 1 | No |
| Station webpage                    | Kten.com   | Asa Jessee         | 800.375.5836 | 0 | no |
| Texas Assoc. of Broadcasters       | TAB.org  | n/a                | n/a          | 0 | No |
| OK Assoc of Broadcasters           | OABOK.org  |                    |              | 0 | No |

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Master Control Operator  
Recruitment Source That Referred the Hire: KTEN.com

Date Vacancy Opened: January 4, 2007  
Date Vacancy Filled: March 30, 2007

Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source       | Address   | Contact Person                 | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|----------------------------------|---|--------------------------------|------------------|---|-------------------------------------|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460<br><a href="mailto:abaldridge@mscok.edu">abaldridge@mscok.edu</a>   | Amanda Baldridge               | 580-371-2371     | 0   | Yes                                 |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br><a href="mailto:placement@sosu.edu">placement@sosu.edu</a>   | Scott Hensley                  | 580-745-2000     | 0   | No                                  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090   | Margie Norman                  | 903-813-2268     | 0   | Yes                                 |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020<br><a href="mailto:lancaster@su@grayson.edu">lancaster@su@grayson.edu</a><br><a href="mailto:wardb@grayson.edu">wardb@grayson.edu</a> | Susan Lancaster<br><br>B. Ward | 903-465-6030     | 0   | No                                  |
| The Art Institute of Dallas      | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231  | David B. Elias                 | 214-812-1234     | 0   | Yes                                 |



|  |   |                            |              |   |     |
|--|---|----------------------------|--------------|---|-----|
| NAACP                                    | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:Karen.spencer@verizon.net">Karen.spencer@verizon.net</a> | Karen Spencer              | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance             | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner             | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076   | Sylvia Garcia-Luyms        | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br><a href="mailto:paswan@unt.edu">paswan@unt.edu</a>                             | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091  | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091  | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525   | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | <a href="mailto:sundancemedical@hotmail.com">sundancemedical@hotmail.com</a>  | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034  | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019  | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |

|                                 |  |                        |              |   |     |
|---------------------------------|--|------------------------|--------------|---|-----|
| Cameron University              | 2800 West Core<br>Lawton, OK 73505   | Steve Adams            | 580-581-2211 | 0 | No  |
| East Central University         | Box S-68<br>Ada, OK 74820<br>dgough@ecok.edu                                     | Dr. Donna Gough        | 580-332-8000 | 0 | Yes |
| Langston University             | 304 Sanford Hall<br>Langston, OK 73050   | Chaz Kyser             | 405-466-2231 | 0 | No  |
| NWOSU                           | 709 Oklahoma Blvd<br>Alva, OK 73717<br>tfloyd@nwosu.edu<br>jaschroeder@nwosu.edu | Terry Floyd            | 580-327-3331 | 0 | No  |
| Northeastern Ok A&M             | 200 I Street NE<br>Miami, OK 74354   | Jesse Schroeder        |              |   |     |
| Northeastern State University   | 500 Grand Ave<br>Tahlequah, OK 74464   | S. Justin Porrot       | 918-540-6994 | 0 | Yes |
| Oklahoma Baptist University     | Telecommunications Center<br>Shawnee, OK 74801                                   | Career Services        | 918-456-5511 | 0 | No  |
| Oklahoma Christian University   | PO Box 11000<br>Oklahoma City, OK 73136  | Dr. Rodger Hadley      | 405-275-2850 | 0 | No  |
| Oklahoma City Community College | 7777 May Avenue<br>Oklahoma City, OK 73159                                       | Phillip Patterson      | 405-425-5230 | 0 | No  |
| Oklahoma City University        |  | Gwin Faulconer-Lippert | 405-682-5104 | 0 | No  |
|                                 |  | Karlie Harmon          | 405-521-5104 | 0 | No  |

|   |   |  |                  |   |     |
|---|---|--|------------------|---|-----|
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br><a href="mailto:Jack.hodgeson@okstate.edu">Jack.hodgeson@okstate.edu</a><br><a href="mailto:Marc.krein@okstate.edu">Marc.krein@okstate.edu</a><br><a href="mailto:John.mcguire@okstate.edu">John.mcguire@okstate.edu</a> | Jack Hodgson<br>Marc Krein<br>John McGuire | 405-744-5253     | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br><a href="mailto:ccoomer@rsu.edu">ccoomer@rsu.edu</a>   | Cathie Coomer                              | 918-343-7740     | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles                                | 405-491-6366     | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, OK 74821  | Jalinda Power                              | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters                                       | PO Drawer 1210<br>Durant, OK 74702<br><a href="mailto:bbrumback@choctawnation.com">bbrumback@choctawnation.com</a>  | Barbara Brumback                           | 580-924-8280     | 0 | No  |
| Northeastern State Univ.  | 1601 S. Pine Ave<br>Broken Arrow, OK 74012  | Mike Jett                                  |                  | 0 | No  |
| Broadcaster Mkt. Services   | 4737 Red Leaf Circle<br>Birmingham, AL 35226  | David Brody                                | 205.979.4577     | 0 | yes |
| Rose State  |   | Sheri King                                 | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic                                      | <a href="mailto:Mrjackson41@hotmail.com">Mrjackson41@hotmail.com</a>  |  |                  | 0 | No  |



|                                    |   |                    |              |   |    |
|------------------------------------|---|--------------------|--------------|---|----|
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011                           | Michelle McConnell | 817-695-2474 | 0 | No |
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX  | Andy Chiles        | 972.273.3571 | 0 | No |
| Brown College                      | 1440 Northland Drive<br>Mendota Heights, MN 55120                               | Amber Luckie-Parks | 651.905.3465 | 0 | No |
| University of Miami                | 249 Ashe Bldg/1252 Memorial Dr<br>Coral Gables, FL 33124<br>stroberts@miami.edu | Samuel Roberts     | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  | Karen Lewis        | 800.375.5836 | 0 | No |
| Station webpage                    | Kten.com  | Asa Jessee         | 800.375.5836 | 1 | No |
| Texas Assoc. of Broadcasters       | TAB.org   | n/a                | n/a          | 0 | No |
| OK Assoc of Broadcasters           | OABOK.org   |                    |              | 0 | No |
| Industry webpage                   | TVJobs.com  | n/a                | n/a          | 1 | No |

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: **Office Manager**  
Recruitment Source That Referred the Hire: **Herald Democrat**  
Date Vacancy Opened: **March 29, 2007**  
Date Vacancy Filled: **May 21, 2007**  
Total Number of Persons Interviewed for the Vacancy: **8**

**Recruitment Sources Used to Fill the Vacancy**

| Name of Recruitment Source  | Address   | Contact Person                 | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|-----------------------------|---|--------------------------------|------------------|---|-------------------------------------|
| Murray State College        | 1 Murray Campus<br>Tishomingo, OK 73460<br>abaldridge@msock@edu                         | Amanda Baldridge               | 580-371-2371     | 0   | Yes                                 |
| SE OK State University      | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br>placement@sosu.edu         | Scott Hensley                  | 580-745-2000     | 0   | No                                  |
| Austin College              | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br>career@austincollege.edu     | Margie Norman                  | 903-813-2268     | 0   | Yes                                 |
| Grayson County College      | 6101 Grayson Drive<br>Denison, TX 75020<br>Lancastersu@grayson.edu<br>wardb@grayson.edu | Susan Lancaster<br><br>B. Ward | 903-465-6030     | 0   | No                                  |
| The Art Institute of Dallas | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231                      | David B. Elias                 | 214-812-1234     | 0   | Yes                                 |

|  |   |                            |              |   |     |
|--|---|----------------------------|--------------|---|-----|
| NAACP                                    | 1703 East Mulberry<br>Sherman, TX 75090<br>Karen.spencer7@verizon.net | Karen Spencer              | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance             | 700 West Walker Street<br>Denison, TX 75020                           | Mannuel Gardner            | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076                           | Sylvia Garcia-Luymes       | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br>paswan@unt.edu                   | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091                                      | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091                                      | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525   | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | sundancemedical@hotmail.com   | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034                              | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019                                | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |

|                                 |   |                        |              |   |     |
|---------------------------------|---|------------------------|--------------|---|-----|
| Cameron University              | 2800 West Core<br>Lawton, OK 73505  | Steve Adams            | 580-581-2211 | 0 | No  |
| East Central University         | Box S-68<br>Ada, OK 74820<br><a href="mailto:deough@ecok.edu">deough@ecok.edu</a>             | Dr. Donna Gough        | 580-332-8000 | 0 | Yes |
| Langston University             | 304 Sanford Hall<br>Langston, OK 73050  | Chaz Kyser             | 405-466-2231 | 0 | No  |
| NWOSU                           | 709 Oklahoma Blvd<br>Alva, OK 73717<br><a href="mailto:tfloyd@nwosu.edu">tfloyd@nwosu.edu</a> | Terry Floyd            | 580-327-3331 | 0 | No  |
|                                 | <a href="mailto:j.schroeder@nwosu.edu">j.schroeder@nwosu.edu</a>                              | Jesse Schroeder        |              |   |     |
| Northeastern Ok A&M             | 200 I Street NE<br>Miami, OK 74354  | S. Justin Porrot       | 918-540-6994 | 0 | Yes |
| Northeastern State University   | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services        | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University     | Telecommunications Center<br>Shawnee, OK 74801  | Dr. Rodger Hadley      | 405-275-2850 | 0 | No  |
| Oklahoma Christian University   | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson      | 405-425-5230 | 0 | No  |
| Oklahoma City Community College | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert | 405-682-5104 | 0 | No  |



|   |   |  |                  |   |     |
|---|---|--|------------------|---|-----|
| Oklahoma City University  | 2501 N Blackweider<br>Oklahoma City, OK 73106   | Karlle Harmon                                  | 405-521-5104     | 0 | No  |
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br><a href="mailto:jack.hodgson@okstate.edu">jack.hodgson@okstate.edu</a><br><a href="mailto:Marc.krein@okstate.edu">Marc.krein@okstate.edu</a><br><a href="mailto:john.mcguire@okstate.edu">john.mcguire@okstate.edu</a> | Jack Hodgson<br><br>Marc Krein<br>John McGuire | 405-744-5253     | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br><a href="mailto:cconner@rsu.edu">cconner@rsu.edu</a>   | Cathie Coomer                                  | 918-343-7740     | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles                                    | 405-491-6366     | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, OK 74821  | Jalinda Power                                  | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters                                       | PO Drawer 1210<br>Durant, OK 74702<br><a href="mailto:bbrumback@choctawnation.com">bbrumback@choctawnation.com</a>  | Barbara Brumback                               | 580-924-8280     | 0 | No  |
| Northeastern State Univ.  | 1601 S. Pine Ave<br>Broken Arrow, OK 74012  | Mike Jett                                      |                  | 0 | No  |
| Broadcaster Mkt. Services   | 4737 Red Leaf Circle<br>Birmingham, AL 35226  | David Brody                                    | 205.979.4577     | 0 | yes |
| Rose State  |   | Sherri King                                    | Fax 405-733-7991 | 0 | No  |



|                                    |   |                    |              |   |    |
|------------------------------------|---|--------------------|--------------|---|----|
| Los Angeles Reporters Clinic       | Mrlackson41@hotmail.com   |                    |              | 0 | No |
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011   | Michelle McConnell | 817-695-2474 | 0 | No |
| North Lake College                 | 2001 N MacArthur Blvd<br>Irving, TX   | Andy Chiles        | 972.723.3571 | 0 | No |
| Brown College                      | 1440 Northland Drive<br>Mendota Heights, MN 55120   | Amber Luckie-Parks | 651.905.3465 | 0 | No |
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br><a href="mailto:sroberts@miami.edu">sroberts@miami.edu</a> | Samuel Roberts     | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  | Karen Lewis        | 800.375.5836 | 0 | No |
| Station webpage                    | Kten.com  | Asa Jesse          | 800.375.5836 | 0 | No |
| Texas Assoc. of Broadcasters       | TAB.org   | n/a                | n/a          | 0 | No |
| OK Assoc of Broadcasters           | OABOK.org   | n/a                | n/a          | 0 | No |
| Industry webpage                   | TVJobs.com  | n/a                | n/a          | 0 | No |
| Herald Democrat                    | 331 Woodward<br>Denison, TX   |                    | 903.893.8181 | 7 | No |
| Durant Democrat                    | 200 Beech<br>Durant, OK 74701   |                    | 580.924.4388 | 1 | No |

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Main News Anchor  
Recruitment Source That Referred the Hiree:

Personal referral

Date Vacancy Opened: April 2, 2007  
Date Vacancy Filled: June 11, 2007

Total Number of Persons Interviewed for the Vacancy: 4

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source       | Address   | Contact Person   | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|----------------------------------|---|------------------|------------------|---|-------------------------------------|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460<br><a href="mailto:abaldridge@mscok.edu">abaldridge@mscok.edu</a>                         | Amanda Baldridge | 580-371-2371     | 0   | Yes                                 |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br><a href="mailto:placement@sosu.edu">placement@sosu.edu</a>           | Scott Hensley    | 580-745-2000     | 0   | No                                  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br><a href="mailto:career@austincollege.edu">career@austincollege.edu</a> | Margie Norman    | 903-813-2268     | 0   | Yes                                 |

|  |   |                      |              |   |     |
|--|---|----------------------|--------------|---|-----|
| Grayson County College                   | 6101 Grayson Drive<br>Denison, TX 75020<br><a href="mailto:lancasterus@grayson.edu">lancasterus@grayson.edu</a>       | Susan Lancaster      | 903-465-6030 | 0 | No  |
|  | <a href="mailto:wardb@grayson.edu">wardb@grayson.edu</a>  | B Ward               |              |   |     |
| The Art Institute of Dallas              | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231  | David B. Elias       | 214-812-1234 | 0 | Yes |
| NAACP                                    | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:Karen.spencer7@verizon.net">Karen.spencer7@verizon.net</a> | Karen Spencer        | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance             | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner       | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076   | Sylvia Garcia-Luymes | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br><a href="mailto:paswan@unt.edu">paswan@unt.edu</a>                               | Christine Paswan     | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091  | Jackie Tomlinson     | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091  | Tamera Brage         |              | 0 | No  |

|                                       |  |                               |              |   |     |
|---------------------------------------|--|-------------------------------|--------------|---|-----|
| OK Dept of Human Services             | PO Box 418<br>Atoka, OK 74525                          | Rebecca Sandman               | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women | sundancemedical@hotmail.com                            | Marsha Shock                  | 903-463-4227 | 0 | No  |
| University of Central Oklahoma        | 100 University Drive<br>Edmond, OK 73034               | Dr. Keith Swezey              | 405-341-4638 | 0 | No  |
| University of Oklahoma                | 860 Van Vleet Oval<br>Norman, OK 73019                 | Gaylord College-Journalism    | 405-325-2721 | 0 | Yes |
| Cameron University                    | 2800 West Core<br>Lawton, OK 73505                     | Steve Adams                   | 580-581-2211 | 0 | No  |
| East Central University               | Box S-68<br>Ada, OK 74820<br>dgough@ecok.edu           | Dr. Donna Gough               | 580-332-8000 | 0 | Yes |
| Langston University                   | 304 Sanford Hall<br>Langston, OK 73050                 | Chaz Kyser                    | 405-466-2231 | 0 | No  |
| East Central University               | 709 Oklahoma Blvd<br>Alva, OK 73717<br>tfloyd@nwsu.edu | Terry Floyd<br>Jesse Schroder | 580-327-3331 | 0 | No  |
|                                       | jaschroder@nwsu.edu                                    |                               |              |   |     |
| Northeastern Ok A&M                   | 200 I Street NE<br>Miami, OK 74354                     | S. Justin Porrot              | 918-540-6994 | 0 | Yes |



|   |   |  |              |   |     |
|---|---|--|--------------|---|-----|
| Northeastern State University                                     | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services                                | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University                                       | Telecommunications Center<br>Shawnee, OK 74801  | Dr. Rodger Hadley                              | 405-275-2850 | 0 | No  |
| Oklahoma Christian University                                     | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson                              | 405-425-5230 | 0 | No  |
| Oklahoma City Community College                                   | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert                         | 405-682-5104 | 0 | No  |
| Oklahoma City University  | 2501 N Blackwelder<br>Oklahoma City, OK 73106   | Karlle Harmon                                  | 405-521-5104 | 0 | No  |
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br><a href="mailto:jack.hodgson@okstate.edu">jack.hodgson@okstate.edu</a><br><a href="mailto:Marc.krein@okstate.edu">Marc.krein@okstate.edu</a><br><a href="mailto:John.mcguire@okstate.edu">John.mcguire@okstate.edu</a> | Jack Hodgson<br><br>Marc Krein<br>John McGuire | 405-744-5253 | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Clarenmore, OK 74017<br><a href="mailto:ccoomer@rsu.edu">ccoomer@rsu.edu</a>  | Cathie Coomer                                  | 918-343-7740 | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles                                    | 405-491-6366 | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, OK 74821  | Jalinda Power                                  | 580-272-0937 | 0 | Yes |

|                                    |   |                    |                  |   |     |
|------------------------------------|---|--------------------|------------------|---|-----|
| Choctaw Nation Headquarters        | PO Drawer 1210<br>Durant, OK 74702<br><a href="mailto:bbrumback@choctawnation.com">bbrumback@choctawnation.com</a>  | Barbara Brumback   | 580-924-8280     | 0 | No  |
| Northeastern State Univ.           | 1601 S. Pine Ave<br>Broken Arrow, OK 74012  | Mike Jett          |                  | 0 | No  |
| Broadcaster Mkt. Services          | 4737 Red Leaf Circle<br>Birmingham, AL 35226  | David Brody        | 205.979.4577     | 0 | yes |
| Rose State                         |   | Sherri King        | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic       | <a href="mailto:Mirjackson41@hotmail.com">Mirjackson41@hotmail.com</a>  |                    |                  | 0 | No  |
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011   | Michelle McConnell | 817-695-2474     | 0 | No  |
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX  | Andy Chiles        | 972-273.3571     | 0 | no  |
| Brown College                      | 1440 Northland Dr<br>Mendota Heights, MN 55120  | Amber Luckie-Parks | 651.905.3465     | 0 | no  |
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br><a href="mailto:sroberts@miami.edu">sroberts@miami.edu</a> | Samuel Roberts     | 305.284.2235     | 0 | No  |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  | Karen Lewis        | 800.375.5836     | 0 | No  |
| Station webpage                    | <a href="http://kten.com">kten.com</a>  | Asa Jessee         | 800.375.5836     | 0 | no  |
| Texas Assoc. of Broadcasters       | <a href="http://TAB.org">TAB.org</a>  | n/a                | n/a              | 0 | No  |
| OK Assoc of Broadcasters           | <a href="http://OABOK.org">OABOK.org</a>  |                    |                  | 0 | No  |

|                   |   |                     |              |   |    |
|-------------------|---|---------------------|--------------|---|----|
| Industry webpage  | TVJobs.com  | n/a                 | n/a          | 2 | No |
| Industry Referral | WQRF TV<br>401 S. Main Street<br>Rockford, IL 61101 | Kent Larrel, ND     | 815.721.2399 | 1 |    |
| Personal referral | n/a   | Email from a friend | n/a          | 1 | No |

### EEO INFORMATION FOR FULL-TIME VACANCIES FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Videographer/Tape Editor/Live Truck Operator  
Recruitment Source That Referred the Hiree: KTFN.com

Date Vacancy Opened: April 24, 2007      Total Number of Persons Interviewed for the Vacancy: 4  
Date Vacancy Filled: June 25, 2007

### Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address   | Contact Person   | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|----------------------------|---|------------------|------------------|---|-------------------------------------|
| Murray State College       | 1 Murray Campus<br>Tishomingo, OK 73460<br>abaldridge@mscok.edu | Amanda Baldridge | 580-371-2371     | 0   | Yes                                 |

|                                  |   |                      |              |   |     |
|----------------------------------|---|----------------------|--------------|---|-----|
| Southwestern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br><a href="mailto:placement@sosuw.edu">placement@sosuw.edu</a>   | Scott Hensley        | 580-745-2000 | 0 | No  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br><a href="mailto:career@austincollege.edu">career@austincollege.edu</a>   | Margie Norman        | 903-813-2268 | 0 | Yes |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020<br><a href="mailto:lancaasterus@grayson.edu">lancaasterus@grayson.edu</a><br><a href="mailto:wardb@grayson.edu">wardb@grayson.edu</a> | Susan Lancaster      | 903-465-6030 | 0 | No  |
| The Art Institute of Dallas      | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231  | David B. Elias       | 214-812-1234 | 0 | Yes |
| NAACP                            | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:karen.spencer7@verizon.net">karen.spencer7@verizon.net</a>   | Karen Spencer        | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance     | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner       | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma  | 1167 Scott Hill Road<br>Pottsboro, TX 75076   | Sylvia Garcia-Luymes | 903-893-0682 | 0 | No  |



|  |   |                            |              |   |     |
|--|---|----------------------------|--------------|---|-----|
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br><a href="mailto:paswan@unt.edu">paswan@unt.edu</a> | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091  | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091  | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525   | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | <a href="mailto:sundancemedical@hotmail.com">sundancemedical@hotmail.com</a>            | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034  | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019  | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |
| Cameron University                       | 2800 West Core<br>Lawton, OK 73505  | Sieve Adams                | 580-581-2211 | 0 | No  |
| East Central University                  | Box S-68<br>Ada, OK 74820   | Dr. Donna Gough            | 580-332-8000 | 0 | Yes |
|  | <a href="mailto:dgough@ecok.edu">dgough@ecok.edu</a>                                    |                            |              |   |     |
| Langston University                      | 304 Sanford Hall<br>Langston, OK 73050  | Chaz Kyser                 | 405-466-2231 | 0 | No  |

|   |   |  |              |   |     |
|---|---|--|--------------|---|-----|
| East Central University   | 709 Oklahoma Blvd<br>Alva, OK 73717<br><a href="mailto:tfloyd@nwsu.edu">tfloyd@nwsu.edu</a><br><a href="mailto:jaschroeder@nwsu.edu">jaschroeder@nwsu.edu</a>   | Terry Floyd<br>Jesse Schroder                  | 580-327-3331 | 0 | No  |
| Northeastern Ok A&M   | 200 I Street NE<br>Miami, OK 74354  | S. Justin Porrot                               | 918-540-6994 | 0 | Yes |
| Northeastern State University                                     | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services                                | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University                                       | Telecommunications Center<br>Shawnee, OK 74801  | Dr. Rodger Hadley                              | 405-275-2850 | 0 | No  |
| Oklahoma Christian University                                     | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson                              | 405-425-5230 | 0 | No  |
| Oklahoma City Community College                                   | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert                         | 405-682-5104 | 0 | No  |
| Oklahoma City University  | 2501 N Blackwelder<br>Oklahoma City, OK 73106   | Karlle Harmon                                  | 405-521-5104 | 0 | No  |
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br><a href="mailto:jack.hodgeson@okstate.edu">jack.hodgeson@okstate.edu</a><br><a href="mailto:Marc.krein@okstate.edu">Marc.krein@okstate.edu</a><br><a href="mailto:John.mcguire@okstate.edu">John.mcguire@okstate.edu</a> | Jack Hodgson<br><br>Marc Krein<br>John Mcguire | 405-744-5253 | 0 | No  |

|                                 |  |                    |                  |   |     |
|---------------------------------|--|--------------------|------------------|---|-----|
| Rodgers University              | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br>ccoomer@rsu.edu | Cathie Coomer      | 918-343-7740     | 0 | No  |
| Southern Nazarene University    | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008           | Pam Broyles        | 405-491-6366     | 1 | No  |
| Chickasaw Nation Administration | PO Box 1548<br>Ada, OK 74821                                       | Jalinda Power      | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters     | PO Drawer 1210<br>Durant, OK 74702<br>bbrumback@choctawnation.com  | Barbara Brumback   | 580-924-8280     | 0 | No  |
| Northeastern State Univ.        | 1601 S. Pine Ave<br>Broken Arrow, OK 74012                         | Mike Jett          |                  | 0 | No  |
| Broadcaster Mkt. Services       | 4737 Red Leaf Circle<br>Birmingham, AL 35226                       | David Brody        | 205.979.4577     | 0 | Yes |
| Rose State                      |  | Sherri King        | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic    | Mrtackson41@hotmail.com  |                    |                  | 0 | No  |
| American Broadcasting School    | 712 North Watson Road, Ste 200<br>Arlington, TX 76011              | Michelle McConnell | 817-695-2474     | 0 | No  |
| North Lake College              | 2001 N. MacArthur Blvd<br>Irving, TX                               | Andy Chiles        | 972-273.3571     | 0 | no  |
| Brown College                   | 1440 Northland Dr<br>Mendota Heights, MN 55120                     | Amber Luckie-Parks | 651.905.3465     | 0 | no  |

|                                    |   |                |              |   |    |
|------------------------------------|---|----------------|--------------|---|----|
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br>sroberts@miami.edu | Samuel Roberts | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  | Janie Bishop   | 800.375.5836 | 1 | No |
| Station webpage                    | Kten.com  |                | 800.375.5836 | 1 | No |
| Texas Assoc. of Broadcasters       | TAB.org   | n/a            | n/a          | 0 | No |
| OK Assoc of Broadcasters           | OABOK.org   |                |              | 0 | No |
| Industry webpage                   | TVJobs.com  | n/a            | n/a          | 1 | No |

### EEO INFORMATION FOR FULL-TIME VACANCIES FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Master Control Operator**  
 Recruitment Source That Referred the Hiree: **KTEN.com**  
 Date Vacancy Opened: **January 4, 2007**      Total Number of Persons Interviewed for the Vacancy: **1**  
 Date Vacancy Filled: **June 25, 2007**

#### Recruitment Sources Used to Fill the Vacancy

| Name of<br>Recruitment Source | Address | Contact Person | Telephone Number | Total Number of<br>Interviewees<br>Referred by the<br>Source for the<br>Vacancy | Did the Sour<br>Request<br>Notification? |
|-------------------------------|---------|----------------|------------------|---|--|
|                               |         |                |                  |   |  |



|                                  |   |                               |              |   |     |
|----------------------------------|---|-------------------------------|--------------|---|-----|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460<br><a href="mailto:abaldrige@mscok.edu">abaldrige@mscok.edu</a>   | Amanda Baldrige               | 580-371-2371 | 0 | Yes |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br><a href="mailto:placement@sosu.edu">placement@sosu.edu</a>   | Scott Hensley                 | 580-745-2000 | 0 | No  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br><a href="mailto:career@austincollege.edu">career@austincollege.edu</a>   | Margie Norman                 | 903-813-2268 | 0 | Yes |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020<br><a href="mailto:lancasterus@grayson.edu">lancasterus@grayson.edu</a><br><a href="mailto:wardb@grayson.edu">wardb@grayson.edu</a> | Susan Lancaster<br><br>B Ward | 903-465-6030 | 0 | No  |
| The Art Institute of Dallas      | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231  | David B. Elias                | 214-812-1234 | 0 | Yes |
| NAACP                            | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:karen.spencer7@verizon.net">karen.spencer7@verizon.net</a>   | Karen Spencer                 | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance     | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner                | 903-465-0614 | 0 | No  |

|  |   |                            |              |   |     |
|--|---|----------------------------|--------------|---|-----|
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076         | Sylvia Garcia-Luymes       | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br>paswan@unt.edu | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091                    | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091                    | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525                       | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | sundancemedical@hotmail.com                         | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034            | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019              | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |
| Cameron University                       | 2800 West Core<br>Lawton, OK 73505                  | Steve Adams                | 580-581-2211 | 0 | No  |
| East Central University                  | Box S-68<br>Ada, OK 74820<br>dgough@ecok.edu        | Dr. Donna Gough            | 580-332-8000 | 0 | Yes |

|                                 |   |                               |              |   |     |
|---------------------------------|---|-------------------------------|--------------|---|-----|
| Langston University             | 304 Sanford Hall<br>Langston, OK 73050  | Chaz Kyser                    | 405-466-2231 | 0 | No  |
| East Central University         | 709 Oklahoma Blvd<br>Alva, OK 73717<br><a href="mailto:tfloyd@nwsu.edu">tfloyd@nwsu.edu</a> | Terry Floyd<br>Jesse Schroder | 580-327-3331 | 0 | No  |
|                                 | <a href="mailto:j Schroder@nwsu.edu">j Schroder@nwsu.edu</a>                                |                               |              |   |     |
| Northeastern Ok A&M             | 200 I Street NE<br>Miami, OK 74354  | S. Justin Porrot              | 918-540-6994 | 0 | Yes |
| Northeastern State University   | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services               | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University     | Telecommunications Center<br>Shawnee, OK 74801  | Dr. Rodger Hadley             | 405-275-2850 | 0 | No  |
| Oklahoma Christian University   | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson             | 405-425-5230 | 0 | No  |
| Oklahoma City Community College | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert        | 405-682-5104 | 0 | No  |
| Oklahoma City University        | 2501 N Blackwelder<br>Oklahoma City, Ok 73106   | Karlle Harmon                 | 405-521-5104 | 0 | No  |

|   |  |   |                  |   |     |
|---|--|---|------------------|---|-----|
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br>Jack.hodgeson@okstate.edu<br>Marc.krein@okstate.edu<br>John.mcguire@okstate.edu | Jack Hodgeson<br>Marc Krein<br>John McGuire | 405-744-5253     | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br>ccoomer@rsu.edu   | Cathie Coomer                               | 918-343-7740     | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008   | Pam Broyles                                 | 405-491-6366     | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, OK 74821   | Jalinda Power                               | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters                                       | PO Drawer 1210<br>Durant, OK 74702<br>bbrunback@choctawnation.com  | Barbara Brunback                            | 580-924-8280     | 0 | No  |
| Northeastern State Univ.  | 1601 S. Pine Ave<br>Broken Arrow, OK 74012   | Mike Jett                                   |                  | 0 | No  |
| Broadcaster Mkt. Services   | 4737 Red Leaf Circle<br>Birmingham, AL 35226   | David Brody                                 | 205.979.4577     | 0 | yes |
| Rose State  |  | Sherri King                                 | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic                                      | Mjackson41@hotmail.com   |   |                  | 0 | No  |



|                                    |   |                    |              |   |    |
|------------------------------------|---|--------------------|--------------|---|----|
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011                       | Michelle McConnell | 817-695-2474 | 0 | No |
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX  | Andy Chiles        | 972-273.3571 | 0 | no |
| Brown College                      | 1440 Northland Dr<br>Mendota Heights, MN 55120                              | Amber Luckie-Parks | 651.905.3465 | 0 | no |
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br>sroberts@miami.edu | Samuel Roberts     | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  |                    | 800.375.5836 | 0 | No |
| Station webpage                    | Kten.com  | Asa Jessee         | 800.375.5836 | 1 | no |
| Texas Assoc. of Broadcasters       | TAB.org   | n/a                | n/a          | 0 | No |
| OK Assoc of Broadcasters           | OABOK.org   |                    |              | 0 | No |
| Industry webpage                   | TVJobs.com  | n/a                | n/a          | 0 | No |

### EEO INFORMATION FOR FULL-TIME VACANCIES FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Maintenance Person  
Recruitment Source That Referred the Hiree: Herald Democrat

Date Vacancy Opened: April 10, 2007  
Date Vacancy Filled: July 26, 2007

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source       | Address   | Contact Person                | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|----------------------------------|---|-------------------------------|------------------|---|-------------------------------------|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460<br><a href="mailto:abaldridge@mscok.edu">abaldridge@mscok.edu</a>   | Amanda Baldridge              | 580-371-2371     | 0   | Yes                                 |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br><a href="mailto:placement@sosn.edu">placement@sosn.edu</a>   | Scott Hensley                 | 580-745-2000     | 0   | No                                  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br><a href="mailto:career@austincollege.edu">career@austincollege.edu</a>   | Margie Norman                 | 903-813-2268     | 0   | Yes                                 |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020<br><a href="mailto:lancastrus@grayson.edu">lancastrus@grayson.edu</a><br><a href="mailto:wardb@grayson.edu">wardb@grayson.edu</a> | Susan Lancaster<br><br>B Ward | 903-465-6030     | 0   | No                                  |
| The Art Institute of Dallas      | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231  | David B. Elias                | 214-812-1234     | 0   | Yes                                 |

|  |   |                            |              |   |     |
|--|---|----------------------------|--------------|---|-----|
| NAACP                                    | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:karen.spencer7@verizon.net">karen.spencer7@verizon.net</a> | Karen Spencer              | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance             | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner             | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076   | Sylvia Garcia-Luymes       | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br><a href="mailto:paswan@unt.edu">paswan@unt.edu</a>                               | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091  | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091  | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525   | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | <a href="mailto:sundancemedical@hotmail.com">sundancemedical@hotmail.com</a>  | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034  | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019  | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |

|                                 |   |                               |              |   |     |
|---------------------------------|---|-------------------------------|--------------|---|-----|
| Cameron University              | 2800 West Core<br>Lawton, OK 73505  | Sieve Adams                   | 580-581-2211 | 0 | No  |
| East Central University         | Box S-68<br>Ada, OK 74820<br>dgough@ecok.edu                                      | Dr. Donna Gough               | 580-332-8000 | 0 | Yes |
| Langston University             | 304 Sanford Hall<br>Langston, OK 73050  | Chaz Kyser                    | 405-466-2231 | 0 | No  |
| East Central University         | 709 Oklahoma Blvd<br>Alva, OK 73717<br>tlfloyd@nwosu.edu<br>jaschroeder@nwosu.edu | Terry Floyd<br>Jesse Schroder | 580-327-3331 | 0 | No  |
| Northeastern Ok A&M             | 200 I Street NE<br>Miami, OK 74354  | S. Justin Porrot              | 918-540-6994 | 0 | Yes |
| Northeastern State University   | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services               | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University     | Telecommunications Center<br>Shawnee, OK 74801                                    | Dr. Rodger Hadley             | 405-275-2850 | 0 | No  |
| Oklahoma Christian University   | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson             | 405-425-5230 | 0 | No  |
| Oklahoma City Community College | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert        | 405-682-5104 | 0 | No  |



|   |   |  |                  |   |     |
|---|---|--|------------------|---|-----|
| Oklahoma City University  | 2501 N Blackwelder<br>Oklahoma City, OK 73106   | Karlie Harmon                                  | 405-521-5104     | 0 | No  |
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br>Jack.hodgson@okstate.edu<br>Marc.krein@okstate.edu<br>John.mcguire@okstate.edu | Jack Hodgson<br><br>Marc Krein<br>John McGuire | 405-744-5253     | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br>ccoomer@rsu.edu  | Cathie Coomer                                  | 918-343-7740     | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles                                    | 405-491-6366     | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, OK 74821  | Jalinda Power                                  | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters                                       | PO Drawer 1210<br>Durant, OK 74702<br>bbrumback@choctawnation.com   | Barbara Brumback                               | 580-924-8280     | 0 | No  |
| Northeastern State Univ.  | 1601 S. Pine Ave<br>Broken Arrow, OK 74012  | Mike Jett                                      |                  | 0 | No  |
| Broadcaster Mkt. Services   | 4737 Red Leaf Circle<br>Birmingham, AL 35226  | David Brody                                    | 205.979.4577     | 0 | yes |
| Rose State  |   | Sherri King                                    | Fax 405-733-7991 | 0 | No  |

|                                    |   |                    |              |   |    |
|------------------------------------|---|--------------------|--------------|---|----|
| Los Angeles Reporters Clinic       | Mjackson41@hotmail.com  |                    |              | 0 | No |
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011                       | Michelle McConnell | 817-695-2474 | 0 | No |
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX  | Andy Chiles        | 972-273.3571 | 0 | no |
| Brown College                      | 1440 Northland Dr<br>Mendota Heights, MN 55120                              | Amber Luckie-Parks | 651.905.3465 | 0 | no |
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br>sroberts@miami.edu | Samuel Roberts     | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  |                    | 800.375.5836 | 0 | No |
| Station webpage                    | Kten.com  | Asa Jesse          | 800.375.5836 | 0 | no |
| Texas Assoc. of Broadcasters       | TAB.org   | n/a                | n/a          | 0 | No |
| Herald Democrat                    | 331 W. Woodward<br>Denison, TX 75021  | Classifieds        | 903.893.8181 | 3 | No |
| OK Assoc of Broadcasters           | OABOK.org   |                    |              | 0 | No |
| Industry webpage                   | TVJobs.com  | n/a                | n/a          | 0 | No |

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy: Office Coordinator**  
**Recruitment Source That Referred the Hiree: Express Personnel**

Date Vacancy Opened: June 18, 2007  
Date Vacancy Filled: July 20, 2007

Total Number of Persons Interviewed for the Vacancy: 5

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source       | Address   | Contact Person            | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|----------------------------------|---|---------------------------|------------------|---|-------------------------------------|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460<br>abaldridge@mscok.edu                         | Amanda Baldridge          | 580-371-2371     | 0   | Yes                                 |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br>placement@sosu.edu         | Scott Hensley             | 580-745-2000     | 0   | No                                  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br>career@austincollege.edu     | Margie Norman             | 903-813-2268     | 0   | Yes                                 |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020<br>lancasterus@grayson.edu<br>wardb@grayson.edu | Susan Lancaster<br>B Ward | 903-465-6030     | 0   | No                                  |

|  |   |                     |              |   |     |
|--|---|---------------------|--------------|---|-----|
| The Art Institute of Dallas              | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231  | David B. Elias      | 214-812-1234 | 0 | Yes |
| NAACP                                    | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:karen.spencer7@verizon.net">karen.spencer7@verizon.net</a> | Karen Spencer       | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance             | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner      | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076   | Sylvia Garcia-Luyms | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br><a href="mailto:paswan@unt.edu">paswan@unt.edu</a>                               | Christine Paswan    | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091  | Jackie Tomlinson    | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091  | Tamera Bragg        |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525   | Rebecca Sandman     | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | <a href="mailto:sundancemedical@hotmail.com">sundancemedical@hotmail.com</a>  | Marsha Shock        | 903-463-4227 | 0 | No  |



|                                |  |                            |              |   |     |
|--------------------------------|--|----------------------------|--------------|---|-----|
| University of Central Oklahoma | 100 University Drive<br>Edmond, OK 73034                       | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma         | 860 Van Vleet Oval<br>Norman, OK 73019                         | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |
| Cameron University             | 2800 West Core<br>Lawton, OK 73505                             | Steve Adams                | 580-581-2211 | 0 | No  |
| East Central University        | Box S-68<br>Ada, OK 74820                                      | Dr. Donna Gough            | 580-332-8000 | 0 | Yes |
|                                | <a href="mailto:dgough@ecok.edu">dgough@ecok.edu</a>           |                            |              |   |     |
| Langston University            | 304 Sanford Hall<br>Langston, OK 73050                         | Chaz Kyser                 | 405-466-2231 | 0 | No  |
| East Central University        | 709 Oklahoma Blvd<br>Alva, OK 73717                            | Terry Floyd                | 580-327-3331 | 0 | No  |
|                                | <a href="mailto:tfloyd@nwosu.edu">tfloyd@nwosu.edu</a>         | Jesse Schroder             |              |   |     |
|                                | <a href="mailto:j Schroder@nwosu.edu">j Schroder@nwosu.edu</a> |                            |              |   |     |
| Northeastern Ok A&M            | 200 I Street NE<br>Miami, OK 74354                             | S. Justin Porrot           | 918-540-6994 | 0 | Yes |
| Northeastern State University  | 500 Grand Ave<br>Tahlequah, OK 74464                           | Career Services            | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University    | Telecommunications Center<br>Shawnee, OK 74801                 | Dr. Rodger Hadley          | 405-275-2850 | 0 | No  |

|   |   |  |              |   |     |
|---|---|--|--------------|---|-----|
| Oklahoma Christian University                                     | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson                              | 405-425-5230 | 0 | No  |
| Oklahoma City Community College                                   | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert                         | 405-682-5104 | 0 | No  |
| Oklahoma City University  | 2501 N Blackwelder<br>Oklahoma City, OK 73106   | Karlle Harmon                                  | 405-521-5104 | 0 | No  |
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br><a href="mailto:Jack.hodgson@okstate.edu">Jack.hodgson@okstate.edu</a><br><a href="mailto:Marc.krein@okstate.edu">Marc.krein@okstate.edu</a><br><a href="mailto:John.mcguire@okstate.edu">John.mcguire@okstate.edu</a> | Jack Hodgson<br><br>Marc Krein<br>John McGuire | 405-744-5253 | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br><a href="mailto:ccoomer@rsu.edu">ccoomer@rsu.edu</a>   | Cathie Coomer                                  | 918-343-7740 | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles                                    | 405-491-6366 | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, OK 74821  | Jalinda Power                                  | 580-272-0937 | 0 | Yes |
| Choctaw Nation Headquarters                                       | PO Drawer 1210<br>Durant, OK 74702<br><a href="mailto:bbrumback@choctawnation.com">bbrumback@choctawnation.com</a>  | Barbara Brumback                               | 580-924-8280 | 0 | No  |

|                                    |   |                    |                  |   |     |
|------------------------------------|---|--------------------|------------------|---|-----|
| Northeastern State Univ.           | 1601 S. Pine Ave<br>Broken Arrow, OK 74012                                  | Mike Jett          |                  | 0 | No  |
| Broadcaster Mkt. Services          | 4737 Red Leaf Circle<br>Birmingham, AL 35226                                | David Brody        | 205.979.4577     | 0 | yes |
| Rose State                         |   | Sherri King        | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic       | Mjackson41@hotmail.com  |                    |                  | 0 | No  |
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011                       | Michelle McConnell | 817-695-2474     | 0 | No  |
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX  | Andy Chiles        | 972-273.3571     | 0 | no  |
| Brown College                      | 1440 Northland Dr<br>Mendota Heights, MN 55120                              | Amber Luckie-Parks | 651.905.3465     | 0 | no  |
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br>sroberts@miami.edu | Samuel Roberts     | 305.284.2235     | 0 | No  |
| Workforce Texoma                   | 2415 S. Austin St. Ste 105<br>Denison, TX 75020                             |                    | 903.463.9997     | 1 | No  |
| Herald Democrat                    | 331 Woodward<br>Denison, TX 75021   | Classifieds        | 903.893.8181     | 3 | No  |
| Express Personnel                  | 1914 N. Grand<br>Sherman, TX 75090  |                    | 903.893.1122     | 1 |     |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  |                    | 800.375.5836     | 0 | No  |

|                              |            |            |              |   |    |
|------------------------------|------------|------------|--------------|---|----|
| Station webpage              | Kten.com   | Asa Jessee | 800.375.5836 | 0 | no |
| Texas Assoc. of Broadcasters | TAB.org    | n/a        | n/a          | 0 | No |
| OK Assoc of Broadcasters     | OABOK.org  |            |              | 0 | No |
| Industry webpage             | TVJobs.com | n/a        | n/a          | 0 | No |

### EEO INFORMATION FOR FULL-TIME VACANCIES FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Reporter Producer  
**Recruitment Source That Referred the Hiree:** KTEN.com  
**Date Vacancy Opened:** August 24, 2007      **Total Number of Persons Interviewed for the Vacancy:** 2  
**Date Vacancy Filled:** September 10, 2007

#### Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address  | Contact Person  | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification? |
|----------------------------|--|-----------------|------------------|---|--------------------------------------|
| Murray State College       | 1 Murray Campus<br>Tishomingo, OK 73460<br>abaldrige@mscok.edu | Amanda Baldrige | 580-371-2371     | 0   | Yes                                  |



|                                  |   |                           |              |   |     |
|----------------------------------|---|---------------------------|--------------|---|-----|
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br><a href="mailto:placement@sosu.edu">placement@sosu.edu</a>   | Scott Hensley             | 580-745-2000 | 0 | No  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br><a href="mailto:career@austincollege.edu">career@austincollege.edu</a>   | Margie Norman             | 903-813-2268 | 0 | Yes |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020<br><a href="mailto:lancaSTERUS@grayson.edu">lancaSTERUS@grayson.edu</a><br><a href="mailto:wardb@grayson.edu">wardb@grayson.edu</a> | Susan Lancaster<br>B Ward | 903-465-6030 | 0 | No  |
| The Art Institute of Dallas      | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231  | David B. Elias            | 214-812-1234 | 0 | Yes |
| NAACP                            | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:karen.spencer7@verizon.net">karen.spencer7@verizon.net</a>   | Karen Spencer             | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance     | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner            | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma  | 1167 Scott Hill Road<br>Pottsboro, TX 75076   | Sylvia Garcia-Luymes      | 903-893-0682 | 0 | No  |

|  |   |                            |              |   |     |
|--|---|----------------------------|--------------|---|-----|
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br><a href="mailto:paswan@unt.edu">paswan@unt.edu</a> | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091  | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091  | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525   | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | <a href="mailto:sundancemedical@hotmail.com">sundancemedical@hotmail.com</a>            | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034  | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019  | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |
| Cameron University                       | 2800 West Core<br>Lawton, OK 73505  | Steve Adams                | 580-581-2211 | 0 | No  |
| East Central University                  | Box S-68<br>Ada, OK 74820<br><a href="mailto:dgough@ecok.edu">dgough@ecok.edu</a>       | Dr. Donna Gough            | 580-332-8000 | 0 | Yes |
| Langston University                      | 304 Sanford Hall<br>Langston, OK 73050  | Chaz Kyser                 | 405-466-2231 | 0 | No  |

|   |   |  |              |   |     |
|---|---|--|--------------|---|-----|
| East Central University   | 709 Oklahoma Blvd<br>Alva, OK 73717<br><a href="mailto:tfloyd@nwsu.edu">tfloyd@nwsu.edu</a><br><a href="mailto:jaschroeder@nwsu.edu">jaschroeder@nwsu.edu</a>   | Terry Floyd<br>Jesse Schroder              | 580-327-3331 | 0 | No  |
| Northeastern Ok A&M   | 200 I Street NE<br>Miami, OK 74354  | S. Justin Porrot                           | 918-540-6994 | 0 | Yes |
| Northeastern State University                                     | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services                            | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University                                       | Telecommunications Center<br>Shawnee, OK 74801  | Dr. Rodger Hadley                          | 405-275-2850 | 0 | No  |
| Oklahoma Christian University                                     | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson                          | 405-425-5230 | 0 | No  |
| Oklahoma City Community College                                   | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert                     | 405-682-5104 | 0 | No  |
| Oklahoma City University  | 2501 N Blackwelder<br>Oklahoma City, OK 73106   | Karlie Harmon                              | 405-521-5104 | 0 | No  |
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br><a href="mailto:jack.hodgson@okstate.edu">jack.hodgson@okstate.edu</a><br><a href="mailto:marc.krein@okstate.edu">marc.krein@okstate.edu</a><br><a href="mailto:john.mcguire@okstate.edu">john.mcguire@okstate.edu</a> | Jack Hodgson<br>Marc Krein<br>John McGuire | 405-744-5253 | 0 | No  |

|                                 |  |                    |                  |   |     |
|---------------------------------|--|--------------------|------------------|---|-----|
| Rodgers University              | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br>ccoomer@rsu.edu   | Cathie Coomer      | 918-343-7740     | 0 | No  |
| Southern Nazarene University    | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008             | Pam Broyles        | 405-491-6366     | 0 | No  |
| Chickasaw Nation Administration | PO Box 1548<br>Ada, Ok 74821   | Jalinda Power      | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters     | PO Drawer 1210<br>Duran, OK 74702<br>bbrumback@choctawnation.com     | Barbara Brumback   | 580-924-8280     | 0 | No  |
| Northeastern State Univ.        | 1601 S. Pine Ave<br>Broken Arrow, OK 74012                           | Mike Jett          |                  | 0 | No  |
| Broadcaster Mkt. Services       | 4737 Red Leaf Circle<br>Birmingham, AL 35226                         | David Brody        | 205.979.4577     | 0 | yes |
| Rose State                      |  | Sherri King        | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic    | <a href="mailto:Mrjackson41@hotmail.com">Mrjackson41@hotmail.com</a> |                    |                  | 0 | No  |
| American Broadcasting School    | 712 North Watson Road, Ste 200<br>Arlington, TX 76011                | Michelle McConnell | 817-695-2474     | 0 | No  |
| North Lake College              | 2001 N. MacArthur Blvd<br>Irving, TX                                 | Andy Chiles        | 972-273.3571     | 0 | no  |
| Brown College                   | 1440 Northland Dr<br>Mendota Heights, MN 55120                       | Amber Luckie-Parks | 651.905.3465     | 0 | no  |



|                                    |   |                |              |   |    |
|------------------------------------|---|----------------|--------------|---|----|
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br>sroberts@miami.edu | Samuel Roberts | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  |                | 800.375.5836 | 0 | No |
| Station webpage                    | Kten.com  | Asa Jessee     | 800.375.5836 | 2 | no |
| Texas Assoc. of Broadcasters       | TAB.org   | n/a            | n/a          | 0 | No |
| OK Assoc. of Broadcasters          | OABOK.org   |                |              | 0 | No |
| Industry webpage                   | TVJobs.com  | n/a            | n/a          | 0 | No |

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Reporter Producer  
Recruitment Source That Referred the Hiree: TVJobs.com

Date Vacancy Opened: August 24, 2007  
Date Vacancy Filled: October 1, 2007

Total Number of Persons Interviewed for the Vacancy: 4

**Recruitment Sources Used to Fill the Vacancy**

| Name of<br>Recruitment Source | Address | Contact Person | Telephone Number | Total Number of<br>Interviewees<br>Referred by the<br>Source for the<br>Vacancy | Did the Sou<br>Request<br>Notification' |
|-------------------------------|---------|----------------|------------------|---|---|
|                               |         |                |                  |   |   |

|                                  |   |                               |              |   |     |
|----------------------------------|---|-------------------------------|--------------|---|-----|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460<br>abaldridge@mscok.edu                         | Amanda Baldridge              | 580-371-2371 | 0 | Yes |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br>placement@sosu.edu         | Scott Hensley                 | 580-745-2000 | 0 | No  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br>career@austincollege.edu     | Margie Norman                 | 903-813-2268 | 0 | Yes |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020<br>lancasterus@grayson.edu<br>wardb@grayson.edu | Susan Lancaster<br><br>B Ward | 903-465-6030 | 0 | No  |
| The Art Institute of Dallas      | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231                      | David B. Elias                | 214-812-1234 | 0 | Yes |
| NAACP                            | 1703 East Mulberry<br>Sherman, TX 75090<br>Karen.spencer7@verizon.net                   | Karen Spencer                 | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance     | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner                | 903-465-0614 | 0 | No  |

|  |   |                            |              |   |     |
|--|---|----------------------------|--------------|---|-----|
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076         | Sylvia Garcia-Luymes       | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br>paswan@unt.edu | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091                    | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091                    | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525                       | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | sundancemedical@hotmail.com                         | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034            | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019              | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |
| Cameron University                       | 2800 West Core<br>Lawton, OK 73505                  | Steve Adams                | 580-581-2211 | 0 | No  |
| East Central University                  | Box S-68<br>Ada, OK 74820<br>degough@ecok.edu       | Dr. Donna Gough            | 580-332-8000 | 0 | Yes |

|                                 |  |                               |              |   |     |
|---------------------------------|--|-------------------------------|--------------|---|-----|
| Langston University             | 304 Sanford Hall<br>Langston, OK 73050   | Chaz Kyser                    | 405-466-2231 | 0 | No  |
| East Central University         | 709 Oklahoma Blvd<br>Alva, OK 73717<br>tfloyd@nwsu.edu<br>jaschroeder@nwsu.edu | Terry Floyd<br>Jesse Schroder | 580-327-3331 | 0 | No  |
| Northeastern Ok A&M             | 200 I Street NE<br>Miami, OK 74354   | S. Justin Porrot              | 918-540-6994 | 0 | Yes |
| Northeastern State University   | 500 Grand Ave<br>Tahlequah, OK 74464   | Career Services               | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University     | Telecommunications Center<br>Shawnee, OK 74801                                 | Dr. Rodger Hadley             | 405-275-2850 | 0 | No  |
| Oklahoma Christian University   | PO Box 11000<br>Oklahoma City, OK 73136  | Phillip Patterson             | 405-425-5230 | 0 | No  |
| Oklahoma City Community College | 7777 May Avenue<br>Oklahoma City, OK 73159                                     | Gwin Faulconer-Lippert        | 405-682-5104 | 0 | No  |
| Oklahoma City University        | 2501 N Blackwelder<br>Oklahoma City, OK 73106                                  | Karlle Harmon                 | 405-521-5104 | 0 | No  |



|   |   |                  |                  |   |     |
|---|---|------------------|------------------|---|-----|
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br>Jack.hodgson@okstate.edu<br>Marc.krein@okstate.edu<br>John.mcguire@okstate.edu | Jack Hodgson     | 405-744-5253     | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br>ccoomer@rsu.edu  | Cathie Coomer    | 918-343-7740     | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles      | 405-491-6366     | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, Ok 74821  | Jalinda Power    | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters                                       | PO Drawer 1210<br>Durant, OK 74702<br>bbrumback@choctawnation.com   | Barbara Brumback | 580-924-8280     | 0 | No  |
| Northeastern State Univ.  | 1601 S. Pine Ave<br>Broken Arrow, OK 74012  | Mike Jett        |                  | 0 | No  |
| Broadcaster Mkt. Services   | 4737 Red Leaf Circle<br>Birmingham, AL 35226  | David Brody      | 205.979.4577     | 0 | yes |
| Rose State  |   | Sheri King       | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic                                      | Mriackson41@hotmail.com   |                  |                  | 0 | No  |

|                                    |   |                    |              |   |    |
|------------------------------------|---|--------------------|--------------|---|----|
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011                       | Michelle McConnell | 817-695-2474 | 0 | No |
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX  | Andy Chiles        | 972-273.3571 | 0 | no |
| Brown College                      | 1440 Northland Dr<br>Mendota Heights, MN 55120                              | Amber Luckie-Parks | 651.905.3465 | 0 | no |
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br>sroberts@miami.edu | Samuel Roberts     | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  | Karen Lewis        | 800.375.5836 | 0 | No |
| Station webpage                    | Kten.com  | Asa Jesse          | 800.375.5836 | 2 | no |
| Texas Assoc. of Broadcasters       | TAB.org   | n/a                | n/a          | 1 | No |
| OK Assoc of Broadcasters           | OABOK.org   |                    |              | 0 | No |
| Industry webpage                   | TVJobs.com  | n/a                | n/a          | 1 | No |

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Reporter Ardmore  
Recruitment Source That Referred the Hire: TAB.org

Date Vacancy Opened: September 28, 2007  
Date Vacancy Filled: October 29, 2007

Total Number of Persons Interviewed for the Vacancy: 2

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source       | Address  | Contact Person                | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Son Request Notification |
|----------------------------------|--|-------------------------------|------------------|---|----------------------------------|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460<br>abaldridge@mscok.edu                          | Amanda Baldridge              | 580-371-2371     | 0   | Yes                              |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br>placement@sosu.edu          | Scott Hensley                 | 580-745-2000     | 0   | No                               |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br>career@austincollege.edu      | Margie Norman                 | 903-813-2268     | 0   | Yes                              |
| Grayson County College           | 6101 Grayson Drive<br>Denison, TX 75020<br>lancastrerus@grayson.edu<br>wardb@grayson.edu | Susan Lancaster<br><br>B Ward | 903-465-6030     | 0   | No                               |
| The Art Institute of Dallas      | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231                       | David B. Elias                | 214-812-1234     | 0   | Yes                              |

|  |   |                            |              |   |     |
|--|---|----------------------------|--------------|---|-----|
| NAACP                                    | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:Karen.spencer7@verizon.net">Karen.spencer7@verizon.net</a> | Karen Spencer              | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance             | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner             | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076   | Sylvia Garcia-Luyms        | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br><a href="mailto:paswan@unt.edu">paswan@unt.edu</a>                               | Christine Paswan           | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091  | Jackie Tomlinson           | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091  | Tamera Bragg               |              | 0 | No  |
| OK Dept of Human Services                | PO Box 418<br>Atoka, OK 74525   | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women    | <a href="mailto:sundancemedical@hotmail.com">sundancemedical@hotmail.com</a>  | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma           | 100 University Drive<br>Edmond, OK 73034  | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                   | 860 Van Vleet Oval<br>Norman, OK 73019  | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |



|                                 |   |                               |              |   |     |
|---------------------------------|---|-------------------------------|--------------|---|-----|
| Cameron University              | 2800 West Core<br>Lawton, OK 73505  | Steve Adams                   | 580-581-2211 | 0 | No  |
| East Central University         | Box S-68<br>Ada, OK 74820<br><a href="mailto:dgough@ecok.edu">dgough@ecok.edu</a>   | Dr. Donna Gough               | 580-332-8000 | 0 | Yes |
| Langston University             | 304 Sanford Hall<br>Langston, OK 73050  | Chaz Kyser                    | 405-466-2231 | 0 | No  |
| East Central University         | 709 Oklahoma Blvd<br>Alva, OK 73717<br><a href="mailto:tfloyd@nwosu.edu">tfloyd@nwosu.edu</a><br><a href="mailto:jaschroeder@nwosu.edu">jaschroeder@nwosu.edu</a> | Terry Floyd<br>Jesse Schroder | 580-327-3331 | 0 | No  |
| Northeastern Ok A&M             | 200 I Street NE<br>Miami, OK 74354  | S. Justin Porrot              | 918-540-6994 | 0 | Yes |
| Northeastern State University   | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services               | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University     | Telecommunications Center<br>Shawnee, OK 74801  | Dr. Rodger Hadley             | 405-275-2850 | 0 | No  |
| Oklahoma Christian University   | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson             | 405-425-5230 | 0 | No  |
| Oklahoma City Community College | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert        | 405-682-5104 | 0 | No  |

|   |   |  |                  |   |     |
|---|---|--|------------------|---|-----|
| Oklahoma City University  | 2501 N Blackwelder<br>Oklahoma City, Ok 73106   | Karlie Harmon                                  | 405-521-5104     | 0 | No  |
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br>Jack.hodgson@okstate.edu<br>Marc.krein@okstate.edu<br>John.mcguire@okstate.edu | Jack Hodgson<br><br>Marc Krein<br>John McGuire | 405-744-5253     | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br>ccoomer@rsu.edu  | Cathie Coomer                                  | 918-343-7740     | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles                                    | 405-491-6366     | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, Ok 74821  | Jaiinda Power                                  | 580-272-0937     | 0 | Yes |
| Choctaw Nation Headquarters                                       | PO Drawer 1210<br>Durant, OK 74702<br>bbrumback@choctawnation.com   | Barbara Brumback                               | 580-924-8280     | 0 | No  |
| Northeastern State Univ.  | 1601 S. Pine Ave<br>Broken Arrow, OK 74012  | Mike Jett                                      |                  | 0 | No  |
| Broadcaster Mkt. Services   | 4737 Red Leaf Circle<br>Birmingham, AL 35226  | David Brody                                    | 205.979.4577     | 0 | yes |
| Rose State  |   | Sherri King                                    | Fax 405-733-7991 | 0 | No  |

|                                    |   |                            |              |   |    |
|------------------------------------|---|----------------------------|--------------|---|----|
| Los Angeles Reporters Clinic       | <a href="mailto:Mjackson41@hotmail.com">Mjackson41@hotmail.com</a>  |                            |              | 0 | No |
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011   | Michelle McConnell         | 817-695-2474 | 0 | No |
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX  | Andy Chiles                | 972-273.3571 | 0 | no |
| Brown College                      | 1440 Northland Dr<br>Mendota Heights, MN 55120  | Amber Luckie-Parks         | 651.905.3465 | 0 | no |
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br><a href="mailto:stoberts@miami.edu">stoberts@miami.edu</a> | Samuel Roberts             | 305.284.2235 | 0 | No |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  |                            | 800.375.5836 | 0 | No |
| Workforce Texoma                   | 2415 s Austin St, Ste 105<br>Denison, TX 75020  |                            | 903.463.9997 | 0 | No |
| Station webpage                    | <a href="http://Kten.com">Kten.com</a>  | Asha Jesse                 | 800.375.5836 | 0 | no |
| Texas Assoc. of Broadcasters       | <a href="http://TAB.org">TAB.org</a>  | n/a                        | n/a          | 1 | No |
| OK Assoc of Broadcasters           | <a href="http://OABOK.org">OABOK.org</a>  |                            |              | 0 | No |
| Industry webpage                   | <a href="http://TVJobs.com">TVJobs.com</a>  | n/a                        | n/a          | 0 | No |
| Personal Referral                  |   | Fellow OK State Univ. Grad |              | 1 | No |

**EEO INFORMATION FOR FULL-TIME VACANCIES  
FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Meteorologist  
 Recruitment Source That Referred the Hired: Staff referral

Date Vacancy Opened: October 5, 2007      Total Number of Persons Interviewed for the Vacancy: 2  
 Date Vacancy Filled: November 26, 2007

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source   | Address    | Contact Person               | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification? |
|------------------------------|------------|------------------------------|------------------|---|--------------------------------------|
| Station webpage              | Kten.com   | Asa Jesse                    | 800.375.5836     | 0   | No                                   |
| Texas Assoc. of Broadcasters | TAB.org    | n/a                          | n/a              | 0   | No                                   |
| OK Assoc of Broadcasters     | OABOK.org  |                              |                  | 0   | No                                   |
| Industry webpage             | TVJobs.com | n/a                          | n/a              | 1   | No                                   |
| Staff Referral               | n/a        | Michael Segar (weather dept) | 800.375.5836     | 1   | No                                   |

EEO INFORMATION FOR FULL-TIME VACANCIES  
 FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter Producer  
 Recruitment Source That Referred the Hired: KTEN.com

Date Vacancy Opened: October 30, 2007      Total Number of Persons Interviewed for the Vacancy: 1  
 Date Vacancy Filled: November 15, 2007



# Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source   | Address    | Contact Person | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|------------------------------|------------|----------------|------------------|---|-------------------------------------|
| Station webpage              | Kten.com   | Asa Jesse      | 800.375.5836     | 1   | no                                  |
| Texas Assoc. of Broadcasters | TAB.org    | n/a            | n/a              | 0   | No                                  |
| OK Assoc of Broadcasters     | OABOK.org  |                |                  | 0   | No                                  |
| Industry webpage             | TVJobs.com | n/a            | n/a              | 0   | No                                  |

# EEO INFORMATION FOR FULL-TIME VACANCIES FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Main Sports Anchor  
Recruitment Source That Referred the Hiree: TVJobs.com

Date Vacancy Opened: December 3, 2007  
Date Vacancy Filled: January 21, 2008  
Total Number of Persons Interviewed for the Vacancy: 2

## Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source       | Address   | Contact Person   | Telephone Number | Total Number of Interviews Referred by the Source for the Vacancy | Did the Source Request Notification |
|----------------------------------|---|------------------|------------------|---|-------------------------------------|
| Murray State College             | 1 Murray Campus<br>Tishomingo, OK 73460<br>abaldridge@mscok.edu                     | Amanda Baldridge | 580-371-2371     | 0   | Yes                                 |
| Southeastern OK State University | 1405 N. 4 <sup>th</sup> Ave. PMB 4239<br>Durant, OK 74701<br>placement@sosu.edu     | Scott Hensley    | 580-745-2000     | 0   | No                                  |
| Austin College                   | 900 N. Grand Avenue<br>Suite 61629<br>Sherman, TX 75090<br>career@austincollege.edu | Margie Norman    | 903-813-2268     | 0   | Yes                                 |

|  |   |                               |              |   |     |
|--|---|-------------------------------|--------------|---|-----|
| Grayson County College                   | 6101 Grayson Drive<br>Denison, TX 75020<br><a href="mailto:lancastrus@grayson.edu">lancastrus@grayson.edu</a><br><a href="mailto:wardb@grayson.edu">wardb@grayson.edu</a> | Susan Lancaster<br><br>B Ward | 903-465-6030 | 0 | No  |
| The Art Institute of Dallas              | Two Northpark East<br>8080 Park Lane Suite 100<br>Dallas, TX 75231  | David B. Elias                | 214-812-1234 | 0 | Yes |
| NAACP                                    | 1703 East Mulberry<br>Sherman, TX 75090<br><a href="mailto:Karen.spencer7@verizon.net">Karen.spencer7@verizon.net</a>   | Karen Spencer                 | 903-893-0087 | 0 | No  |
| Denison Ministerial Alliance             | 700 West Walker Street<br>Denison, TX 75020   | Manuel Gardner                | 903-465-0614 | 0 | No  |
| Hispanic Organization of Texoma          | 1167 Scott Hill Road<br>Pottsboro, TX 75076   | Sylvia Garcia-Luymes          | 903-893-0682 | 0 | No  |
| University of North Texas                | PO Box 310589<br>Denton, TX 76203<br><a href="mailto:paswan@unt.edu">paswan@unt.edu</a>   | Christine Paswan              | 940-565-2425 | 0 | No  |
| Sherman Business & Professional Women    | PO Box 1124<br>Sherman, TX 75091  | Jackie Tomlinson              | 903-893-1184 | 0 | No  |
| Day Timers Business & Professional Women | PO Box 1124<br>Sherman, TX 75091  | Tamera Bragg                  |              | 0 | No  |

|                                       |  |                            |              |   |     |
|---------------------------------------|--|----------------------------|--------------|---|-----|
| OK Dept of Human Services             | PO Box 418<br>Atoka, OK 74525  | Rebecca Sandman            | 580-889-3394 | 0 | No  |
| Denison Business & Professional Women | <a href="mailto:sundancemedical@hotmail.com">sundancemedical@hotmail.com</a> | Marsha Shock               | 903-463-4227 | 0 | No  |
| University of Central Oklahoma        | 100 University Drive<br>Edmond, OK 73034                                     | Dr. Keith Swezey           | 405-341-4638 | 0 | No  |
| University of Oklahoma                | 860 Van Vleet Oval<br>Norman, OK 73019                                       | Gaylord College-Journalism | 405-325-2721 | 0 | Yes |
| Cameron University                    | 2800 West Core<br>Lawton, OK 73505   | Steve Adams                | 580-581-2211 | 0 | No  |
| East Central University               | Box S-68<br>Ada, OK 74820  | Dr. Donna Gough            | 580-332-8000 | 0 | Yes |
|                                       | <a href="mailto:dgough@eecok.edu">dgough@eecok.edu</a>                       |                            |              |   |     |
| Langston University                   | 304 Sanford Hall<br>Langston, OK 73050                                       | Chaz Kyser                 | 405-466-2231 | 0 | No  |
| East Central University               | 709 Oklahoma Blvd<br>Alva, OK 73717  | Terry Floyd                | 580-327-3331 | 0 | No  |
|                                       | <a href="mailto:tfloyd@nwsu.edu">tfloyd@nwsu.edu</a>                         | Jesse Schroder             |              |   |     |
|                                       | <a href="mailto:jaschroeder@nwsu.edu">jaschroeder@nwsu.edu</a>               |                            |              |   |     |
| Northeastern Ok A&M                   | 200 I Street NE<br>Miami, OK 74354   | S. Justin Porrot           | 918-540-6994 | 0 | Yes |



|   |   |  |              |   |     |
|---|---|--|--------------|---|-----|
| Northeastern State University                                     | 500 Grand Ave<br>Tahlequah, OK 74464  | Career Services                                | 918-456-5511 | 0 | No  |
| Oklahoma Baptist University                                       | Telecommunications Center<br>Shawnee, OK 74801  | Dr. Rodger Hadley                              | 405-275-2850 | 0 | No  |
| Oklahoma Christian University                                     | PO Box 11000<br>Oklahoma City, OK 73136   | Phillip Patterson                              | 405-425-5230 | 0 | No  |
| Oklahoma City Community College                                   | 7777 May Avenue<br>Oklahoma City, OK 73159  | Gwin Faulconer-Lippert                         | 405-682-5104 | 0 | No  |
| Oklahoma City University  | 2501 N Blackwelder<br>Oklahoma City, OK 73106   | Karlle Harmon                                  | 405-521-5104 | 0 | No  |
| Oklahoma State University<br>School of Journalism<br>Broadcasting | 206 Paul Miller<br>Stillwater, OK 74078<br><a href="mailto:jack.hodgson@okstate.edu">jack.hodgson@okstate.edu</a><br><a href="mailto:Marc.krein@okstate.edu">Marc.krein@okstate.edu</a><br>John.mcguire@okstate.edu | Jack Hodgson<br><br>Marc Krein<br>John Mcguire | 405-744-5253 | 0 | No  |
| Rodgers University  | 1701 W Will Rodgers Blvd<br>Claremore, OK 74017<br><a href="mailto:ccoomer@rsu.edu">ccoomer@rsu.edu</a>   | Cathie Coomer                                  | 918-343-7740 | 0 | No  |
| Southern Nazarene University                                      | 6729 NW 39 <sup>th</sup> Expressway<br>Bethany, OK 73008  | Pam Broyles                                    | 405-491-6366 | 0 | No  |
| Chickasaw Nation Administration                                   | PO Box 1548<br>Ada, OK 74821  | Jalinda Power                                  | 580-272-0937 | 0 | Yes |

|                                    |   |                    |                  |   |     |
|------------------------------------|---|--------------------|------------------|---|-----|
| Choctaw Nation Headquarters        | PO Drawer 1210<br>Durant, OK 74702<br><a href="mailto:bbrumback@choctawnation.com">bbrumback@choctawnation.com</a>  | Barbara Brumback   | 580-924-8280     | 0 | No  |
| Northeastern State Univ.           | 1601 S. Pine Ave<br>Broken Arrow, OK 74012  | Mike Jett          |                  | 0 | No  |
| Broadcaster Mkt. Services          | 4737 Red Leaf Circle<br>Birmingham, AL 35226  | David Brody        | 205.979.4577     | 0 | yes |
| Rose State                         |   | Sherri King        | Fax 405-733-7991 | 0 | No  |
| Los Angeles Reporters Clinic       | <a href="mailto:Mriackson41@hotmail.com">Mriackson41@hotmail.com</a>  |                    |                  | 0 | No  |
| American Broadcasting School       | 712 North Watson Road, Ste 200<br>Arlington, TX 76011   | Michelle McConnell | 817-695-2474     | 0 | No  |
| North Lake College                 | 2001 N. MacArthur Blvd<br>Irving, TX  | Andy Chiles        | 972-273.3571     | 0 | no  |
| Brown College                      | 1440 Northland Dr<br>Mendota Heights, MN 55120  | Amber Luckie-Parks | 651.905.3465     | 0 | no  |
| University of Miami                | 249 Ashe Bldg/1252 Memorial<br>Coral Gables, FL 33124<br><a href="mailto:sroberts@miami.edu">sroberts@miami.edu</a> | Samuel Roberts     | 305.284.2235     | 0 | No  |
| Staff reference / internal posting | KTEN(LBG Career Opportunity)  |                    | 800.375.5836     | 0 | No  |
| Station webpage                    | <a href="http://kten.com">kten.com</a>  | Asa Jessee         | 800.375.5836     | 0 | no  |
| Texas Assoc. of Broadcasters       | <a href="http://TAB.org">TAB.org</a>  | n/a                | n/a              | 0 | No  |
| OK Assoc of Broadcasters           | <a href="http://OABOK.org">OABOK.org</a>  |                    |                  | 0 | No  |

|                  |            |     |     |   |    |
|------------------|------------|-----|-----|---|----|
| Industry webpage | TVJobs.com | n/a | n/a | 2 | No |
|------------------|------------|-----|-----|---|----|

**Attachment B**  
**MENU OPTION ACTIVITIES**

Station [Insert Call Letters] has engaged in the following outreach activities during the year covered by this report:

| Activity Classification | Type of Activity                                    | Brief Description  |
|-------------------------|---|--|
| 1                       | Midway Mall Job Fair; Sherman, TX; October 25, 2007 | The station's Department Heads attended this Job Fair sponsored by Texoma Workforce. During this time they spoke and shared information with visitors as to how to obtain a career in broadcasting.  |
| 5                       | Internships   | Summer Intern June 1-July 31, 2007 – an intern from Northwestern Oklahoma State University spent time in the News Department. Her days was spend shadowing reporters; as well as working at the assignment desk; monitored newscasts including scriptwriting/editing and show editing. |



|   |  |  |
|---|--|--|
| 6 | <p>Promotion of broadcast association's websites for viewers interested in pursuing a broadcasting career.</p> | <p>KTEN created and aired announcements that encouraged viewers interested in pursuing a radio and/or a television career to utilize the websites of the Texas Association of Broadcasters and Oklahoma Association of Broadcasters to learn of employment opportunities at member stations. These announcements ran throughout the month on KTEN and KTEN DT10.2.</p> <p>KTEN also provided a link from our website (Job Opportunities page) to the Oklahoma and Texas Association's website/job banks.</p> <p>Job Opportunities at the stations are also posted on the Oklahoma and Texas Association job banks.</p> |
|---|--|--|

Seminar on ensuring equal opportunity, preventing discrimination and the new EEO rules.

Regular training sessions were held with management staff. Building off the training session in the First Quarter (January 29,) regarding the EEO benefit of job descriptions for recruitment, the May 29 session dealt with making the LBG Career Center a viable Outreach Initiative; incorporating it into the recruitment process especially for non specific recruitment. We also discussed the role of the manager in our EEO compliance for Specific Vacancies. This included promoting all vacancies and saving copies of recruitment ads.

The August 6 session dealt with utilizing and adding the LBG Career Center Outreach Initiative into their recruitment efforts for specific openings as well as non specific recruitment. This dovetailed into the value of and increasing our "casting of a wide net" for candidates. The managers reviewed the list of regular monthly recruitment sources. From this list they made suggestions of other local organizations that should be added and notified of our vacancies.

The session on October 22 the managers reviewed the recruitment sources by category (comparing the percentage of notices going to categories vs. where we are most successful in generating responses). We also discussed the annual manager's survey that analyzes their department's employment practices, job structure and pay and benefits.

The session January 14 dealt with the recruitment process and how to best attract recruits from various and varying segments of our recruitment sources.

#### Monthly EEO Training Tip

On a regular basis throughout the last 12 months, managers and department heads received a EEO tip those months when a training session was not conducted. These tips are designed to increase their knowledge of the EEO rules; remind them of the proper implementation of the rules; to increase our dissemination of job vacancy information and refresh what is discussed in training sessions. Tip topics included ...

March 2007 "Why Local organizations make valuable recruitment sources

April 2007 - "More recruitment source ideas" including sharing the monthly LBG Career Opportunities with others and speaking to organizations

June 2007 - "the LBG Career Center" How it helps candidates and it's role at LBG.

July 2007 - More "ways to use the LBG Career Center" to aid your recruitment efforts

September 2007 - Shared an article called Family Responsibilities Discrimination on the Rise: the EEO Weighs in" to ensure proper procedures in interviewing and hiring;

November 2007 - "Recruitment for internal promotions" - what's the rule!!!

December 2007 "Broadcast Associations Job Banks - how they increase our pool of candidates and helps our Outreach Initiatives



Other outreach designed to disseminate information (LBG Career Center)

KTEN participated in the formation and monthly implementation of the LBG Career Center. Using the list of KTEN's monthly recruitment notifications, a brochure was generated and sent regarding the services made available to them and their candidates. These services included information regarding finding vacancies and internships within the Lockwood Broadcast Group; sources to learn of vacancies within the broadcast industry and broadcast associations; how to acquire job descriptions of positions within broadcasting; the availability of speakers for organizations to discuss a career in broadcasting and finally someone to answer specific questions regarding how to secure a career in broadcasting.

Each month, a message was included in the monthly email notification to sources encouraging them to share the Career Center with people within their organization. A toll free telephone is provided as well

Career Center promotion was included on postcards sent to monthly recruitment sources regarding address changes in May 2007 and November 2007; the brochure as well as information regarding the Career Center was added to the company website- [www.lockwoodbroadcast.com](http://www.lockwoodbroadcast.com) which is linked through KTEN's website [www.thevalleynews.com](http://www.thevalleynews.com)

An article about the Career Center appeared in the August 2007 company newsletter as to its availability to employees and non-employees alike.

The Career Center was also a topic in managers EEO training sessions May 2007 and August 2007.

The Career Center was a topic in the Managers EEO Tip (Managers EEO training Outreach Initiative) June 2007 & July 2007.

Beginning in September 2007, a reminder about the LBG Career Center was included in the staff email notifying them of current company openings, LBG Career Opportunities. Not only were they reminded that it was available; but that it was open to staff as well as others outside the company.

The Career Center brochure has been distributed to managers so they can hand out to organizations that they speak to and at job fairs.

The Career Center routinely takes calls from people interested in a broadcast career but not sure of contact information; distributes recruitment sources in the industry; shares what the duties of the job include or job descriptions for specific jobs; and direct them to the proper K TEN contact information.

\* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting.

12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
  13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
  14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
  15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.
- Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.