

**Tyler Broadcasting Corporation**  
**January 2007**  
**Annual EEO Public File Report For Stations**

**KKNG-FM, KOCY-AM, KOJK-FM, KTLR-AM, KTUZ-FM, KTUZ-TV**

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

KKNG-FM	Newcastle, OK	Id # 50168
KOCY-AM	Del City, OK	Id # 6747
KOJK-FM	Blanchard, OK	Id# 73947
KTLR-AM	Oklahoma City, OK	Id# 59366
KTUZ-FM	Okarche, OK	Id# 14762
KTUZ-TV	Shawnee, OK	Id# 77480

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

The information contained in this Report covers the time period beginning January 22nd, 2006, to and including January 21st, 2007, (the "Applicable Period"). The FCC's 2002 EEO Rule requires that this Report contain the following information:

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

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

Appendix I Vacancy Information

Appendix II Recruitment Source Information

Appendix III Supplemental (Non-vacancy specific) Recruitment Activities Undertaken

Appendix I

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**Vacancy Information**

<u>Full-time Positions Filled</u>	<u>Recruitment Source of Hire</u>	<u>Total Number of Interviewees from all sources for this Position.</u>
1. TV Traffic Mgr	Job Fair	1
2. T-30 Sales Executive	KTUZ Station (website/on-air promotion)	18
3. T-30 Sales Executive	KTUZ Station (website/on-air promotion)	Included in position 2.
4. T-30 Sales Executive	OAB Website	Included in position 2
5. T-30 Sales Executive	OAB Website	Included in position 2
6. T-30 Sales Executive	T-30 Station (on-air promotion)	Included in position 2
7. T-30 Sales Executive	T-30 Station (on-air promotion)	Included in position 2
8. KTUZ Sales Executive	Job Fair	8
9. KTUZ Sales Executive	Job Fair	Included in position 8
10. KTUZ Sales Executive	KTUZ Station (website/on-air promotion)	Included in position 8
11. KTUZ Sales Executive	OAB	Included in position 8
12. T-30 News Reporter	OAB	4
13. T-30 News Reporter	OAB	Included in position 12.
14. TV News Producer	OAB	1
15. Receptionist	KTUZ Station (website/on-air promotion)	1
16. TV Weather	OAB	1
17. TV Engineer	OAB	1
18. T-30 Sales Mgr	OAB	2
19. TV Traffic	T-30 Station (on-air promotion)	1
20. KKNG On Air	KKNG Station (website/on-air promotion)	1

Appendix II

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Covering the period from January 22nd, 2006, to and including January 21st, 2007

Recruitment Source Information

Recruitment Source Used	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Filled From This Source
Name: Oklahoma Media Network Address: 1200 NW 63rd, Suite 300 Oklahoma City, OK 73116 Contact: Joanie Nickell, by Mail	0	0
Name: The Daily Oklahoman Newspaper Address: 9000 Broadway Ext., Oklahoma City, OK 73114 Contact: Classified Advertisements, by Fax 405-475-3513	0	0
Name: The Oklahoma Association Of Broadcasters Address: 6520 N. Western, Oklahoma City, OK 73116 Contact: Carl Smith, by Website WWWOABOK.ORG	11	9
Name: Oklahoma University Address: Career Planning and Placement, 900 Asp, Norman, OK 73019 Contact: Atn: Job Openings, by mail	0	0
Name: University of Central Oklahoma Address: 100 N. University Dr., Edmond, OK 73034 Contact: Atn: Job Placement, by mail	0	0
Name: Oklahoma State University Address: www.hireosugrads.com	0	0

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Recruitment Source Information

Recruitment Source Used	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Filled From This Source
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Website: WWW.KKNG.COM	1	1
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Website: WWW.KTUZ.COM	17	5
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station: T-30 Telemundo	9	4
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green JOB FAIR	4	3

## **Appendix III**

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Covering the period from January 22<sup>nd</sup>, 2005, to and including January 21st, 2007

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

#### **Intern program**

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

Some specific intern duties include: assisting engineering with setting up remote broadcast, working with on-air staff to develop programs; assisting in the station's promotional campaigns; and assisting sales department with sales materials.

Since the programs inception, several full and part time employees have been hired after completion of their education.

#### **Co-Sponsor Job Fair**

In January 2005, Tyler Broadcasting Corporation sponsored a Job Fair at Oklahoma City Community College. The event was open from 10am to 3pm, and attracted approximately twenty-five hundred people. KKNG, KTUZ, KOCY, and KTUZ-TV station personnel were on site to promote broadcasting careers and assist with completion of applications.

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

During the period covered by this report, full time job openings are advertised on our station websites, and in over the air advertisements on our stations. With the growth of KTUZ-FM Spanish radio and the addition of KTUZ-TV Spanish television, attracting applicants with bilingual skills (Spanish and English) was and remains a high priority. In an attempt to insure minority applicants are reached, job openings are advertised on KTUZ-FM, Tyler Broadcasting's 24 hour, Spanish language radio station, and T-30 Telemundo television. This advertising vehicle continues to be very effective in reaching women and minorities, as 68% of hires covered by this report were Hispanic, and 45% of full time positions were filled by women..

#### **Co-Sponsor Job Fair**

In April 2005 Tyler Broadcasting Corporation sponsored a Job Fair at Oklahoma City Community College. The Event was from 10am to 3pm and attracted approximately two thousand people. Participants included Wal-Mart, McDonalds, United States Air Force, Navy and Army, various hotel chains, and retail stores. Staff from KTUZ-FM, KKNG and KTUZ-TV were on site to promote broadcasting careers, translate in Spanish, and distribute applications.

#### **Co-Sponsor Job Fair**

In July 2005 Tyler Broadcasting Corporation sponsored a Job Fair at Oklahoma City Community

## Appendix III (cont.)

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College. The Event was from 10am to 3pm and attracted approximately twenty-eight hundred people. Participants included car dealers, soft drink vendors, telecommunication firms, military recruiters, vocational/technical training, insurance company, retail and health services. Staff from KTUZ-FM, KKNG and KTUZ-TV were on site to promote broadcasting careers, translate in Spanish, and distribute applications.

#### Co-Sponsor Job Fair

In October 2005 Tyler Broadcasting Corporation sponsored their quarterly Job Fair at Oklahoma City Community Collage. This event included over thirty companies, making the largest job fair Oklahoma City. Over the past two years five employees have been hired by Tyler Broadcasting Corporation from applications received at our job fairs.

#### Co-Sponsor Job Fair

In January 2006 Tyler Broadcasting Corporation sponsored their quarterly Job Fair at Oklahoma City Community Collage. Staff from KTUZ-FM, KKNG and KTUZ-TV were on site to promote broadcasting careers, translate in Spanish, and distribute applications. The event ran from 10AM to 3PM and attracted more than 2,000 job seekers.

#### Co-Sponsor Job Fair

In April 2006 Tyler Broadcasting Corporation sponsored their quarterly Job Fair at Oklahoma City Community Collage. Staff from KTUZ-FM, KKNG and KTUZ-TV were on site to promote broadcasting careers, translate in Spanish, and distribute applications. Besides booths for our stations, booths were setup by the various military services, car dealerships, hotels, restaurants, and service companies. The events have grown since they started in 2004 and now attract an estimated 3,000 job seekers.

#### Co-Sponsor Job Fair

In July 2006 Tyler Broadcasting Corporation sponsored their quarterly Job Fair at Oklahoma City Community Collage. Staff from KTUZ-FM, KKNG and KTUZ-TV were on site to promote broadcasting careers, translate in Spanish, and distribute applications.

#### Co-Sponsor Job Fair

In October 2006 Tyler Broadcasting Corporation sponsored their quarterly Job Fair at Oklahoma City Community Collage. Staff from KTUZ-FM, KKNG and KTUZ-TV were on site to promote broadcasting careers, translate in Spanish, and distribute applications. In 2006 three full time positions at Tyler Broadcasting were filled by applicants that came to us from the job fair.