

**Tyler Broadcasting Corporation
Annual EEO Public File Report for Stations
January 2020**

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

KJKE FM	Newcastle, OK	Id # 50168
KEBC AM	Del City, OK	Id # 6747
KTUZ FM	Okarche, OK	Id# 14762
KMGL FM	Oklahoma City, Ok	Id# 55708
KRXO FM	Oklahoma City, OK	Id# 16851
KOMA FM	Oklahoma City, OK	Id# 72469
KOKC AM	Oklahoma City, OK	Id# 73981
KTUZ TV	Shawnee, OK	Id# 77480
KUOK TV	Woodward, OK	Id# 86532
KUTU CD	Tulsa, OK	Id# 31369
KOCY LP	Oklahoma City, OK	Id# 36850
KUOK CD	Oklahoma City, OK	Id# 14885
KRXO AM	Claremore, OK	Id# 50215
KTUZ AM	Catoosa, OK	Id# 59978
FM Trslr 96.5	K243BJ, Oklahoma City, OK	Id# 139283
FM Trslr 92.9	K225BN, Oklahoma City, OK	Id# 139270
FM Trstr 104.5	K283BW, Oklahoma City, OK	Id# 145901
FM Trslr 103.1	K276EX, Oklahoma City, OK	Id# 145396
FM Trslr 96.9	K245BZ, Tulsa, OK	id# 158270
FM Trslr 107.9	K300CY, Broken Arrow, OK	id# 157502
FM Trslr 104.7	K277DD, Norman, OK	id# 153649
FM Trslr 104.1	K280CO, Tulsa, OK	id# 142076
FM Trslr 101.9	K270BK, Tulsa OK	Id# 157239

This report is required to be in the public inspection files of these stations, and posted on their websites, if they have websites. The information contained in this Report covers the time period beginning January 22nd, 2019, to and including January 21st, 2020, (the "Applicable Period"). The FCC's 2002 EEO Rule requires that this Report contain the following information:

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

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the

hire accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by email.

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

Appendix I

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

Vacancy Information

<u>Full-time Positions Filled</u>	<u>Recruitment Source of Hire</u>	<u>Total Number of Interviewees from all sources for this Position.</u>
1. Sales	Spanish TV Ads	14
2. Sales	Oklahoma Assoc. Of Broadcasters (OAB)	Included in line1
3. Sales	Job Fair	Included in line1
4. Sales	OAB	Included in line1
5. Sales	Spanish Radio Ads	Included in line1
6. Sales	Spanish TV Ads	Included in line1
7. TV News/Production	Spanish TV Ads	15
8. TV News/Production	Spanish TV Ads	Included in line 7
9. TV News/Production	Job Fair	Included in line 7
10. TV News/Production	Job Fair	Included in line 7
11. TV News/Production	Job Fair	Included in line 7
12. TV News/Production	Spanish TV Ads	Included in line 7
13. TV News/Production	Spanish TV Ads	Included in line 7
14. TV News/Production	Spanish TV Ads	Included in line 7
15. TV On Air	Referral/Internal Promotion	2
16. TV On Airs	Referral/Internal Promotion	Included in line 15
17. Traffic	Linkedin	1
18. Sales Assistant	Linkedin	1
19. Radio On Air	Referral/Internal Promotion	1

Appendix II

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Recruitment Source Information

<u>Recruitment Source Used</u>	<u>Total Number of Interviewees This Source Provided During This Period</u>	<u>Full Time Positions Filled From This Source</u>
Name: The Oklahoma Association Of Broadcasters (OAB) Address: 6520 N. Western, Oklahoma City, OK 73116 Contact: Carl Smith, by Website WWWOABOK.ORG	5	2
Name: Internal Promotion or Professional Referral Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri	3	3
Name: On Air English Language Radio Ads Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri Station: KJKE, KMGL, KOMA, KRXO, KOKC Website: WWW.tylermedia.com	1	0
NAME: HISPANIC JOB FAIR/ EXPO Hispanic Chamber of Commerce Address: 3321 S. Western, Oklahoma City, OK 73109 Contact: Armando Rubio, 405-631-4421	7	3

Appendix II (cont.)

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<u>Recruitment Source Used</u>	<u>Total Number of Interviewees This Source Provided During This Period</u>	<u>Full Time Positions Filled From This Source</u>
Name: On Air Spanish Language Radio and TV Ads KTUZ-TV KUOK-TV, KUTU-TV, KTUZ FM, KTUZ AM, Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 731299 Contact: Robert DeNegri Website: WWW.unidosok.com	16	9
Name: LinkedIn Address: 1000 W. Maude Ave, Sunnyvale, CA 94085 Contact: Customer Service Website: WWW.business.linkedin.com/sales-solutions	3	2

Appendix III

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

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

In an attempt to insure minority applicants are reached, job openings are advertised on Spanish language stations, in both the Oklahoma City, and Tulsa DMAs, and on English owned radio stations serving the Oklahoma City DMA. In addition, job openings are continuously posted on Oklahoma Association of Broadcasters web site, and LinkedIn. These advertising vehicles have proven to be very effective: 89.4% of full time positions covered by this report were filled by either a female or minority applicant. 68% of full time positions were filled with women; 74% of full time positions were filled with minorities.

Oklahoma Association of Broadcasting Job Fair

In April 2019, Tyler Broadcasting employees from both Oklahoma City and Tulsa participated in the OAB Job Fair held in Tulsa, Oklahoma. Approximately 200 college students attended with virtually every college or University in the state of Oklahoma represented.

Greater Oklahoma City Hispanic Chamber of Commerce Job Fair

In May 2019 Tyler Broadcasting sponsored the Hispanic Chamber of Commerce job Fair "Who's Hiring Now" Job Fair. Tyler Broadcasting Corporation staffed a booth at which applications were received and information regarding our careers in broadcasting was distributed. The event was promoted on all our Spanish language radio and TV stations.

Remington Park Oklahoma City Job Fair

In August 2019 Tyler Broadcasting sponsored through promotion a job fair at Remington Park Race Track and Casino. A booth was staffed with radio and TV employees who passed out information regarding careers in broadcasting. The event was promoted on all our Spanish language radio and TV stations.

Station Tours

Tyler Broadcasting Corporation routinely coordinates tours of our radio and TV facilities to educate students on TV and Radio production. These tours are attended by high school and vocational training school students enrolled in video or audio curriculum courses. This behind the scenes look at broadcasting exposes the youth in the community to the broadcasting industry, and encourages the participants to learn more about careers in broadcasting. Station personnel and management are available to the guests to answer any questions they have regarding employment opportunities in broadcasting.

Appendix III (cont.)

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Intern program

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

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