

Tyler Broadcasting Corporation
January 2015
Annual EEO Public File Report for Stations

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

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

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, 2014, to and including January 21st, 2015, (the "Applicable Period"). The FCC's 2002 EEO Rule requires that this Report contain the following information:

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

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

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

Appendix I

Tyler Broadcasting Corporation
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 KJKE, KEBC, KTUZ FM, KMGL, KRXO, KOMA, KOKC, KTUZ TV, KUOK TV, KUTU CD,
 KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX

Covering the period from January 22nd, 2014, to and including January 21st, 2015

Vacancy Information

<u>Full-time Positions Filled</u>	<u>Recruitment Source of Hire</u>	<u>Total Number of Interviewees from all sources for this Position.</u>
1. TRAFFIC	KJKE/KMGL/KOMA website	6
2. TRAFFIC	KJKE/KMGL/KRXO on-air	Included in 1
3. TRAFFIC	KJKE/KMGL/KOMA on-air	Included in 1
4. Account Exec.	Personal Referral	10
5. Account Exec.	Spanish Expo	Included in 4
6. Account Exec.	Personal Referral	Included in 4
7. Account Exec.	OAB	Included in 4
8. Account Exec.	OAB	Included in 4
9. On-Air Talent	OAB	9
10. On-Air Talent	OAB	Included in 9
11. On-Air Talent	Unidosok.com	Included in 9
12. On-Air Talent	KUOK/KTUZ TV on-air	Included in 9
13. On-Air Talent	KUOK/KTUZ TV on-air	Included in 9
14. On-Air Talent	KUOK/KTUZ TV on-air	Included in 9
15. Master Control	Internal/re-hire	2
16. Master Control	Internal/re-hire	Included in 15
17. Receptionist	KJKE/KMGL/KRXO on-air	3
18. Receptionist	KUTU on-air	Included in 17

Appendix II

**Tyler Broadcasting Corporation
January 2015**

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

Covering the period from January 22nd, 2014, to and including January 21st, 2015

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	8	4
Name: Internal or Professional Referral Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri	4	4
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri Station = KJKE, KMGL, KOMA, KRXO, KOKC Website: WWW.tylermedia.com	4	4
NAME: HISPANIC EXPO, Crossroads Mall Address: 7000 Crossroads Blvd., Oklahoma City, OK 73149 Contact: Armando Rubio, 405-631-4421	5	1

Appendix II (cont.)

Tyler Broadcasting Corporation
January 2015

Annual EEO Public File Report For Stations

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

Covering the period from January 22nd, 2013, to and including January 21st, 2015

Recruitment Source Information

Recruitment Source Used	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Filled From This Source
Name: KTUZ-TV KUOK-TV, KUTU-TV, KTUZ FM, KTUZ AM, Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri Website: WWW.unidosok.com	9	5
Name: Oklahoma Media Network (Alliance for Woman in Media) Address: Contact: WWW.OMN-ART.ORG	0	0

Appendix III

Tyler Broadcasting Corporation
January 2015
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KJKE, KEBC, KTUZ FM, KMGL ,KRXO, KOMA ,KOKC, KTUZ TV, KUOK TV, KUTU CD,
KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX

Covering the period from January 22, 2014 to and including January 21, 2015

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

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

In an attempt to insure minority applicants are reached, job openings are advertised on Spanish language stations, in both the Oklahoma City, and Tulsa DMAs, and on English owned radio stations serving the Oklahoma City DMA. In addition, job openings are continuously posted on Oklahoma Association of Broadcasters web site. These advertising vehicles have proven to be very effective in reaching women and minorities as 89% of hires covered by this report were either women or minorities. Tyler Broadcasting Corporation is located in an area of Oklahoma City that has a high Hispanic population, and owns several stations that are Spanish language broadcast stations.

Intern program

Tyler Broadcasting Corporation's intern program, which was started in 1993, consists of hiring college age students that have an interest in journalism, or marketing. These internships are part of a formal educational process that included correspondence and certification by the institution of higher learning in which the Intern is enrolled. These individuals assist Tyler Broadcasting management staff with their daily tasks. 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, assisting with the development of programs, television commercial production, assisting in promotional campaigns, and assisting with the preparation of sales materials. Since the program's inception, several interns have moved into full or part-time positions with the company.

Greater Oklahoma City Hispanic Chamber of Commerce Job Fair

In February 2014 Tyler Media helped sponsor The Greater Oklahoma City Hispanic Chamber of Commerce "Who's Hiring Now" bilingual job fair. The event attracted hundreds of job seekers. Tyler Broadcasting Corporation staffed a booth at which applications were received and information regarding our careers in broadcasting were distributed. Other vendors included Tinker Federal Credit Union, Home Depot, Coca-Cola, Frito-Lay Inc., The Hartford Financial Services Group, Inc., U.S. Cellular, YMCA of Greater Oklahoma, Bank of America, AT&T, and New York Life. Tyler Media supported the event with on-air advertising.

Hispanic Business Expo

In July 2014 the Oklahoma State Fair Grounds in Oklahoma City, was the site of Hispanic Business Expo that attracted an estimated 6700 attendees. Employees from Tyler Broadcasting Corporation stations worked booths to distribute applications, and discuss careers in broadcasting. Vendors included restaurants, hotels, grocery stores, health care providers, and car dealerships.

Tulsa Univision Sponsors Tulsa Chamber of Commerce Job Fair

August 201 Tyler Broadcasting hosted a Tulsa Hispanic Chamber Business & Consumer Expo/Career Fair. Tyler Broadcasting station personnel were present at the Univision booth to encourage attendees to complete application and to answer any questions regarding broadcast careers.

Station Tours

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

Tyler Broadcasting Corporation
January 2013
Annual EEO Public File Report for Stations
KKNG-FM, KEBC-AM, KTLR-AM, KJKE-FM, KTUZ-FM, KTUZ-TV, KUOK-TV, KUTU-CD, KWDW-LP, KUOK-CD
KMGL-FM, KRXO-FM, KOMA-FM, KOKC-AM

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KEBC-AM	Del City, OK	Id # 6747
KKNG-FM	Blanchard, OK	Id# 73947
KTLR-AM	Oklahoma City, OK	Id# 59366
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
KWDW-LP	Oklahoma City, OK	Id# 36850
KUOK-CD	Oklahoma City, OK	Id# 14885
FM Translator	K243BJ	
	Oklahoma City, OK	Id# 139283

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KMGL-FM, KRXO-FM, KOMA-FM, KOKC-AM

Covering the period from January 22nd, 2012, to and including January 21st, 2013

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. Engineer	OK Ass. Of Broad (OAB)	2
2. Engineer	OAB	Included in line 1
3. KJKE On Air	Internal referral/OAB	1
4. TV Reporter/News	Television Web Page	7
5. TV Reporter/News	Television Web Page	Included in 5
6. TV Reporter/News	KTUZ TV/KUOK TV	Included in 5
7. Sales Asst/Web Design	KUOK TV	1
8. Receptionist	KTUZ FM	1
9. Account Exec.	KUOK TV	14
10. Account Exec.	KUOK TV	Included in line 9
11. Account Exec.	OAB	Included in line 9
12. Account Exec.	KUTU TV	Included in line 9
13. Account Exec.	KUTU TV	Included in line 9

Appendix II

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KKNG-FM, KEBC-AM, KTLR-AM, KJKE-FM, KTUZ-FM, KTUZ-TV, KUOK-TV, KUTU-CD, KWDW-LP, KUOK-CD
KMGL-FM, KRXO-FM, KOMA-FM, KOKC-AM

Covering the period from January 22nd, 2012, to and including January 21st, 2013

Recruitment Source Information

<u>Recruitment Source Used</u>	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Filled From This Source
Name: The Oklahoma Association Of Broadcasters Address: 6520 N. Western, Oklahoma City, OK 73116 Contact: Carl Smith, by Website WWW.OABOK.ORG	8	5
Name: Internal Referral Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri	1	1
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station = KKNG Website: WWW.KKNG.COM	0	0
Name: KTUZ, Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station = KTUZ Website: WWW.KTUZ.COM	4	1

Appendix II (cont.)

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KMGL-FM, KRXO-FM, KOMA-FM, KOKC-AM

Covering the period from January 22nd, 2012, to and including January 21st, 2013

Recruitment Source Information

Recruitment Source Used	Total Number of Interviewees This Source Provided During This Period	Full Time Positions Filled From This Source
<p>Name: KTUZ-TV KUOK-TV, KUTU-TV Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green 405-616-5500 Website: WWW.KTUZTV.COM</p>	8	6
<p>Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green 405-616-5500 Station = KJKE Website: WWW.JAKEFM.com</p>	0	0
<p>Name: Oklahoma Media Network (Alliance for Woman in Media) Address: Contact: WWW.OMN-ART.ORG</p>	0	0
<p>NAME: HISPANIC EXPO, Crossroads Mall Address: 7000 Crossroads Blvd., Oklahoma City, OK 73149 Contact: Armando Rubio, 405-631-4421</p>	3	0
<p>NAME: Hispanic Chamber Job Fair Address: 309 SW 59th, # 302, Oklahoma City, OK 73109 Contact: David Castillo, 405-616-5031</p>	2	0

Appendix III

**Tyler Broadcasting Corporation
January 2013
Annual EEO Public File Report For Stations
KKNG-FM, KEBC-AM, KTLR-AM, KJKE-FM, KTUZ-FM, KTUZ-TV, KUOK-TV, KUTU-CD, KWDW-LP, KUOK-CD
KMGL-FM, KRXX-FM, KOMA-FM, KOKC-AM**

Covering the period from January 22, 2012 to and including January 21, 2013.

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, as well as on the Oklahoma Association of Broadcasters web site. These advertising vehicles have proven to be very effective in reaching women and minorities as 69% of hires covered by this report were women, and 62% were minorities. Tyler Broadcasting is located in an area of Oklahoma City that has a high Hispanic population, and owns several stations that are Spanish language broadcast stations.

Intern program

Tyler Broadcasting Corporation's intern program, which was started in 1993, consists of hiring primarily college age students that have an interest in journalism, or marketing. These individuals assist Tyler Broadcasting management staff with their daily tasks. 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, assisting with the development of programs; 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.

Hispanic Business Expo

In July 2012 Crossroads Mall was the site of Hispanic Business Expo that attracted an estimated 7000 attendees. Tyler Broadcasting Corporation from both KTUZ FM, KUOK TV, and KUTZ-TV were present to distribute application at the Tyler Media booth. Vendors included restaurants, hotels, grocery stores, health care providers, and car dealerships. Tyler Media supported the event with on-air advertising.

Station Tours

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

Oklahoma City Spanish Chamber of Commerce Job Fair

In March 2012 Tyler Broadcasting Corporation sponsored the Spanish Chamber of Commerce Job Fair, held in Capital Hill area of Oklahoma City. Capitol Hill is an area of Oklahoma City with a very large Hispanic population. Staff members from KTUZ-TV, KUOK-TV were on site to promote broadcasting careers, and to assist attendees with Spanish/English translation and the application process.

Tulsa Univision Hosts Cinco De Mayo Job Fair

May 2012 Tyler Broadcasting hosted a Cinco De Mayo celebration in Tulsa, Oklahoma. KUTU (Univision affiliate in Tulsa, OK) promoted the event. Over 10,000 people were in attendance over a three day period.

Tyler Broadcasting station personnel were present at the Univision booth to encourage attendees to complete application and to answer any questions regarding broadcast careers.