

2020-2021 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): February 1, 2020 through January 31, 2021
 Call signs of stations comprising the reporting Station Employment Unit:
 KETA-TV Oklahoma City

I. Full-time vacancies filled during period

1. Job Title: Accounting Clerk	Date Filled: 02/03/20
2. Job Title: Host Writer/Assistant Producer	Date Filled: 03/09/20
3. Job Title: Producer/Videographer	Date Filled: 03/16/20
4. Job Title: HR Generalist	Date Filled: 03/30/20
5. Job Title: Digital Media Specialist	Date Filled: 04/07/20
6. Job Title: Multi-Media Photojournalist	Date Filled: 07/20/20
7. Job Title: Reporter	Date Filled: 08/17/20
8. Job Title: Producer Booker	Date Filled: 10/06/20

II. Each recruitment or referral source ("source") used to seek candidates for each vacancy

See attached recruitment list for a detail of all advertising or posting of each of the positions listed below. The source listed is where the person that was hired saw the position.

1. Job Title (from Section I above): Accounting Clerk Date Filled: 02/03/20

Source	Contact Person	Address	Tel. No.
Website	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 4			
See recruitment list below			
	3-Website	0-Referral	0-Classified 1-Unknown

2. Job Title (from Section I above): Host Writer/Assistant Producer Date Filled: 03/09/20

Source	Contact Person	Address	Tel. No.
Referral	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 3			
See recruitment list below			
	3-Website	0-Referral	0-Classified 0-Unknown

3. Job Title (from Section I above): Producer/Videographer Date Filled: 03/16/20

Source	Contact Person	Address	Tel. No.
Website	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 3			
See recruitment list below			
	1-Website	0-Referral	0-Classified 2-Unknown

4. Job Title (from Section I above): HR Generalist Date Filled: 03/30/20

Source	Contact Person	Address	Tel. No.
Website	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 5			
See recruitment list below			
	5-Website	0-Referral	0-Classified 1-Unknown

5. Job Title (from Section I above): Digital Media Specialist Date Filled: 04/07/20

Source	Contact Person	Address	Tel. No.
Website	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 3			
See recruitment list below			
	2-Website	0-Referral	0-Classified 1-Unknown

6. Job Title (from Section I above): Multi Media Photojournalist

Date Filled: 07/20/20

Source	Contact Person	Address	Tel. No.
Referral	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 4			
See recruitment list below			

7. Job Title (from Section I above): Reporter

Date Filled: 08/17/20

Source	Contact Person	Address	Tel. No.
Referral	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 4			
See recruitment list below			

8. Job Title (from Section I above): Producer Booker

Date Filled: 10/06/20

Source	Contact Person	Address	Tel. No.
Referral	Shawn Black	7403 N. Kelley Avenue OKC, OK 73111	405-848-8501
Interviewed Person Hired? Yes			
Number of person interviewed: 3			
See recruitment list below			

III. Total number of persons interviewed for all full-time vacancies filled during period: 29

IV. Total number of interviewees for all full-time vacancies filled during period per source:

Source	Contact Person	Address	Tel. No.
Interviewees Referred (no.)			
Website Postings	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501 27
Referrals	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501 0
Classified	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501 0
Unknown	Shawn Black	7403 N Kelley Avenue OKC, OK 73111	405-848-8501 0

V. Outreach activities during period

- 1. Internship Program:** Internships were available in production studio/control room, news and public affairs reporter/photojournalist and Documentary reporter/photojournalist/editor/writer.
- 2. Scholarship Program:** OETA awarded four Dillehey/Thrash Scholarships during this period. These scholarships are awarded to outstanding students with broadcasting majors for use towards their education expenses. Students applied through the college-broadcasting departments at their schools in the fall. The applications were evaluated, the top candidates were interviewed, and four students were awarded scholarships of \$1,000 each. Scholarships were given to these students: Kaitlyn Seiler (Oklahoma State University), Matthew Blue (Langston University), Ashley Jones (University of Central Oklahoma), and Whitney Clear (University of Oklahoma).
- 3. Broadcast Student Seminar:** Due to COVID-19 Restrictions, OETA was unable to host its annual seminar for broadcast students enrolled at universities and colleges with membership in the Oklahoma Broadcast Educators Association (OBEA).

4. **Training Programs:** During this period, supervisors attended Human Resource Development Services and/or diversity workshops. All supervisors are required to attend training in the following manner: All new supervisors are required to attend the equivalent of 4 days that include at least 6 hours of instruction a day or 24 hours. Any supervisor with one year of experience at OETA are required to attend the equivalent of 2 training days that include at least 6 hours of instruction a day or 12 hours. The training must be related to increasing the effective performance of the supervisor. The supervisors often attend professional training courses throughout the year.

5. **Community Engagement:** As a statewide network and Oklahoma's only PBS affiliate station, OETA engages with local communities around the state in a variety of ways. OETA forwards the foremost PBS Kids educational television initiative by conducting workshops, camps, afterschool programs, teacher professional development workshops, and other community events. Additionally, OETA builds community engagement programming in the form of community screenings. All of OETA's community engagement efforts offer an opportunity for thousands of Oklahomans to increase their educational capacity concerning literacy, STEM, and citizenship.

Job Recruitment Listing – Accounting Clerk

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
University of Central OK	University of Central OK careers.uco.edu
Oklahoma City University	Oklahoma City University Oklahoma City University
Oklahoma Christian University	Oklahoma Christian University Oklahoma Christian University
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Host Writer/Assistant Producer

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Producer/Videographer

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
OAB	Oklahoma Association of Broadcasters https://oabok.org/jobs/
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – HR Generalist

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Digital Media Specialist

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Multi Media Photojournalist

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Reporter

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
Word of Mouth	Rich Lenz
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/

Job Recruitment Listing – Producer Booker

OETA and Internal Email	OETA website http://www.oeta.tv/about/employment/
OMES	OK Office of Management and Enterprise Services https://www.ok.gov/opm/State_Jobs/index.html
Indeed	Indeed Internet Job Posting Service https://www.indeed.com/