

**Tyler Broadcasting Corporation
Annual EEO Public File Report for Stations
January 2019**

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
FM Trslr 96.9	K245BZ, Tulsa, OK	id# 158270
FM Trslr 107.9	K300CY, Broken Arrow, OK	id# 157502
FM Trslr 104.7	K284AZ, Borger, TX	id# 153649
FM Trslr 104.1	K280GO, Tulsa, OK	id# 142076

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, 2018, to and including January 21st, 2019, (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, KEBC, KTUZ FM, KMGL, KR XO, KOMA, KOKC, KTUZ TV, KUOK TV, KUTU CD, KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX, K245BZ, K300CY, K284AZ, K280GO

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	OAB	18
2. Sales	English Radio Ads	Included in line1
3. Sales	English Radio Ads	Included in line1
4. Sales	Job Fair	Included in line1
5. Sales	English Radio Ads	Included in line1
6. Sales	Spanish TV Ads	Included in line1
7. Sales	Job Fair	Included in line1
8. Sales	OAB	Included in line1
9. Sales	English Radio Ads	Included in line1
10. Sales	OAB	Included in line1
11. News Reporter	Spanish TV Ads	5
12. News Reporter	Job Fair	Included in line 11
13. News Reporter	Job Fair	Included in line 11
14. Radio On Air	Internal Promotion	1
15. TV News On Air	OAB	1
16. TV News Production	OAB	6
17. TV News Production	Job Fair	Included in Line 16
18. TV News Production	Job Fair	Included in Line 16
19. Sales Assistant	LinkedIn	1
20. TV News Editor	Spanish TV Ads	5
21. TV News Editor	Spanish TV ads	Included in Line 20

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	4	4
Name: Internal Promotion or Professional Referral Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri	1	1
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, KR XO, KOKC Website: WWW.tylermedia.com	6	4
NAME: HISPANIC JOB FAIR/ EXPO Hispanic Chamber of Commerce Address: 3321 S. Western, Oklahoma City, OK 73109 Contact: Armando Rubio, 405-631-4421	14	6

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	11	5
Name: LinkedIn Address: 1000 W. Maude Ave, Sunnyvale, CA 94085 Contact: Customer Service Website: WWW.business.linkedin.com/sales-solutions	1	1

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. These advertising vehicles have proven to be very effective: 48% of full time positions were filled with women; 57% of full time positions were filled with minorities; 71% of full time positions covered by this report were filled by either a female or minority applicant.

Oklahoma Association of Broadcasting Job Fair

In April 2018, Tyler Broadcasting employees from both Oklahoma City and Tulsa participated in the OAB Job Fair held in Tulsa, Oklahoma. Station management was present to answer questions and assist in completion of applications. Numerous colleges and universities were present.

Greater Oklahoma City Hispanic Chamber of Commerce Job Fair

In May 2018 Tyler Broadcasting helped sponsor 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 were distributed. The event was promoted on all our Spanish language radio and TV stations..

Greater Oklahoma City Hispanic Chamber of Commerce Job Fair

In August 2018 Tyler Media sponsored Viva Oklahoma Job Fair at Plaza Mayor. Several hundred people attended, and over 30 applications were obtained. Employers presenting included local broadcasters, banks, health care providers, colleges, universities, and restaurants. Tyler Broadcasting Corporation staffed a booth at which applications were received and information regarding our careers in broadcasting were distributed. The event was promoted on all our Spanish language radio and TV stations.

Station Tours

Tyler Broadcasting Corporation routinely hosts high school groups, and vocational training schools, to a tours of the radio and TV offices. 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.

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

Appendix III (cont.)

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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.

Journalism Students Hosted

In October 2018, TV station staff hosted a group of International journalism students from the University of Oklahoma. Focus of the event exposes students to the daily operations of a TV news department, including video editing, commercial production, developing stories, graphic production and editing, and reporting.