

**Public File  
EEO (Equal Employment Opportunity) Report**

**Station: KFOR-TV-DT & KAUT-TV-DT**

**Date: February 1, 2012**

List of all full-time vacancies filled during the preceding year (this period represents February 1, 2011 through January 31, 2012), identified by job title.

<b>JOB TITLE</b>	<b># OF PEOPLE INTERVIEWED</b>	<b>Recruitment Source that Referred the Hiree</b>	<b>Recruitment Sources Used to Fill Vacancy</b>
Producer	5	Tvjobs.com	OAB, 24, 26, 32, 34, 40, 41, 45, plus affiliated stations
ENG Editor	5	Employee-Station	OAB, 24, 26, 32, 34, 40, 41, 45, plus affiliated stations
Reporter	4	The NWT Group	OAB, 24, 26, 32, 33, 34, 40, 41, 45, 48, plus affiliated stations
Account Executive	5	Self-Submission	OAB, 24, 26, 28, 32, 34, 40, 41, 42, 45, plus affiliated stations
Operator/Director	5	Employee Referral	OAB, 24, 26, 32, 34, 40, 42, 45, plus affiliated stations
Sales Assistant/Trainee	8	KFOR.com	OAB, 24, 26, 28, 32, 33, 40, 41, 42 plus affiliated stations
Graphic Artist	4	Self-Submission	OAB, 24, 26, 32, 34, 40, 42, 45, plus affiliated stations
Promotions Producer	6	Former Employee Referral	OAB, 24, 26, 32, 33, 34, 40, 42, 45, plus affiliated stations
Credit & Collections Analyst	6	Careerbuilder.com	OAB, 24, 26, 29, 34, 40, 42, 44, 45, plus affiliated stations
Producer	7	Self-Submission	24, 26, 32, 40, 41, 42
Photojournalist (2)	6	Tvjobs.com (2)	OAB, 24,26, 27, 34, 40, 41, 42, 45, plus affiliated stations
IT/Engineer	5	Employee Referral	OAB, 24, 26, 32, 33, 34, 40, 41, 42, 45, plus affiliated stations
Promotions Producer	5	Employee-Station	OAB, 24, 26, 32, 34, 40, 42, 45, plus affiliated stations
Anchor	6	The NWT Group	24, 26, 32, 40, 42, 48
Sports Reporter	5	Tvjobs.com	OAB, 24, 26, 32, 34, 40, 42, 45, plus affiliated stations
Photojournalist	5	Employee Referral	OAB, 24, 26, 32, 34, 40, 45, plus affiliated stations
Traffic Assistant	7	Self-Submission	OAB, 24, 26, 34, 40, 42, 45, plus affiliated stations
Operations Technician	3	Tvjobs.com	OAB, 24, 26, 33, 34, 40, 42, 45, plus affiliated stations
Overnight Writer/Producer	4	Employee Referral	OAB, 24, 26, 32, 33, 34, 42, 45, plus affiliated stations
Sales & Marketing Assistant	6	Employee Referral	OAB, 24, 26, 33, 34, 40, 42, 45, plus affiliated stations
Photojournalist	5	Tvjobs.com	OAB, 24, 26, 32, 33, 34, 40, 42, 45, plus affiliated stations
Helicopter Pilot	4	Jsfirm.com	49, 50
<b>Total Interviewed</b>	<b>116</b>		

List of recruitment source(s) used to fill the above vacancies, including address, contact person, and telephone number of each source. All Organizations noted with an asterisk "\*" participate in the Oklahoma Association of Broadcasters ("OAB") job posting program. KFOR-TV & KAUT-TV will submit job postings to the OAB and they are automatically distributed to all OAB job posting participants. This greatly expands our opportunity to reach a larger candidate pool.

	<b>Organization</b>	<b>Contact</b>	<b>Address</b>	<b>E-mail</b>	<b>Telephone</b>
1	American Broadcasting School*	Staci Cockrell, CEO, Job Placement	4511 SE 29th Street Oklahoma City, OK 73115	<a href="mailto:staci@radioschool.com">staci@radioschool.com</a>	(405) 672-6511
2	Cameron University*	Jennifer Holland, Student Development	2800 W. Gore Lawton, OK 73505	<a href="mailto:jennifer@cameron.edu">jennifer@cameron.edu</a>	
3	RSU Public Television	Dan Schiedel, KRSC-TV	1701 W. Will Rogers Blvd Claremore, OK 74017	<a href="mailto:dschiedel@rsu.edu">dschiedel@rsu.edu</a>	(918) 510-8397
4	East Central University*	Donna Gough, Communication	Box S-68, 1100 E. 14 <sup>th</sup> St. Ada, OK 74820	<a href="mailto:dgough@mailclerk.ecok.edu">dgough@mailclerk.ecok.edu</a>	(580) 310-5598
5	Francis Tuttle Vo-Tech Center*	Mary Brundage, Career Planning	12777 N. Rockwell Oklahoma City, OK 73142	<a href="mailto:mbrundage@francistuttle.com">mbrundage@francistuttle.com</a>	(405) 717-4277
6	Handicapped Concerns Office*	Marilyn Burr, Disability Program	2712 Villa Prom Oklahoma City, OK 73107	<a href="mailto:marilyn.burr@ohc.state.ok.us">marilyn.burr@ohc.state.ok.us</a>	(405) 521-3756
7	Metro Technology Centers*	Stephanie Bills, Student Services	1600 Springlake Drive Oklahoma City, OK 73111	<a href="mailto:sbills@metrotech.org">sbills@metrotech.org</a>	(405) 605-4441
8	Northeastern State University*	Gayle Anderson, Career Services	705 N. Grand Avenue Tahlequah, OK 74464-7098	<a href="mailto:anderson@nsuok.edu">anderson@nsuok.edu</a>	(918) 456-5111 x. 3110
9	Okla. Assn. of Black Journalists*	Charles Shepherd, News	17112 Sunny Hollow Rd. Edmond, OK 73003	<a href="mailto:cshepherd@hearst.com">cshepherd@hearst.com</a>	
10	Oklahoma City University*	Lynette Martin Career Services	2501 N. Blackwelder Oklahoma City, OK 73106	<a href="mailto:lmartin@okcu.edu">lmartin@okcu.edu</a>	(405) 521-5171
11	Oklahoma Office of Handicapped Concerns*	Peppi Boudreau, Career Services	2401 NW 23 <sup>rd</sup> , Suite 90 Oklahoma City, OK 73107	<a href="mailto:Peppi.boudreau@ohc.state.ok.us">Peppi.boudreau@ohc.state.ok.us</a>	(405) 521-3756
12	Oklahoma State University-OKC*	Gill Smith, Student Employment	900 N. Portland Oklahoma City, OK 73107	<a href="mailto:sgilber@osuokc.edu">sgilber@osuokc.edu</a>	(405) 945-8680
13	Oklahoma Wesleyan University*	Alice Cooper, General Office	2201 Silver Lake Road Bartlesville, OK 74006	<a href="mailto:acooper@okwu.edu">acooper@okwu.edu</a>	(918) 335-6249
14	Resonance*	Nancy Weber, Careers	1608 South Elwood Ave Tulsa, OK 74119	<a href="mailto:nweber@resonancetulsa.org">nweber@resonancetulsa.org</a>	(918) 587-3888
15	Rogers State University*	Cathy Coomer, KRSC-FM	1701 W. Will Rogers Blvd. Claremore, OK 74017	<a href="mailto:ccoomer@rsu.edu">ccoomer@rsu.edu</a>	(918) 343-7670
16	Southeastern Oklahoma State University*	Scott Hensley, Career Planning & Placement	1405 N. 4 <sup>th</sup> Avenue Durant, OK 74701-0609	<a href="mailto:placement@sosu.edu">placement@sosu.edu</a>	(580) 745-2270
17	Southern Nazarene University*	Miriam Key, Career Placement	6729 NW 39 <sup>th</sup> Expressway Bethany, OK 73008	<a href="mailto:mrkey@snu.edu">mrkey@snu.edu</a>	(405) 491-6684
18	University of Central Oklahoma*	Career Services	100 University Blvd. Edmond, OK 73034	<a href="mailto:careers@ucok.edu">careers@ucok.edu</a>	(405) 974-3346
19	University of Oklahoma*	Kathy Adams, Gaylord College & Journalism & Mass Comm.	860 Van Fleet Oval Norman, OK 73019	<a href="mailto:kadams@ou.edu">kadams@ou.edu</a>	(405) 325-2721
20	University of Oklahoma*	Kathy Green Dana Rosengard Career Services	900 Asp Ave. Suite 323 Norman, OK 73019	<a href="mailto:oucs@ou.edu">oucs@ou.edu</a> <a href="mailto:drosengard@ou.edu">drosengard@ou.edu</a>	(405) 325-1974
21	University of Tulsa*	Sherry Alexander, Career Services	600 S. College Tulsa, OK 74104	<a href="mailto:jobreferrals@utulsa.edu">jobreferrals@utulsa.edu</a>	(918) 631-2549
22	OAB Website*	Nancy Struby	6520 N. Western, Ste 104 Oklahoma City, OK 73116	<a href="mailto:struby@oabok.org">struby@oabok.org</a>	(405) 848-0771
23	The Oklahoman (includes jobsok.com)	Local Newspaper	PO Box 25125 Oklahoma City, OK 73125	<a href="mailto:kpritchard@opubco.com">kpritchard@opubco.com</a>	(405) 475-3311
24	<a href="http://KFOR.com">KFOR.com</a>	Ashton Edwards, Web Content/News Dept	444 E. Britton Road Oklahoma City, OK 73114	<a href="mailto:Ashton.edwards@kfor.com">Ashton.edwards@kfor.com</a>	(405) 424-4444

25	National Association of Broadcasters Education Foundation	Online Job Posting Section	1771 N. Street, NW Washington, DC 20036	<a href="http://www.nab.org">www.nab.org</a>	(202) 429-5300
26	TVjobs.com	Broadcast Employment Services	PO Box 4116 Oceanside, CA 92052	<a href="mailto:info@tvjobs.com">info@tvjobs.com</a>	(800) 374-0119
27	Monster.com	Michael Head, Internet Recruitment Consultant	5 Clock Tower Place, Ste 500 Maynard, MA 01754	<a href="mailto:michael.head@monster.com">michael.head@monster.com</a>	(317) 616-5493
28	Spots N Dots	Patrick Kelley Subscriptions, Classified Ad	600 West Peachtree St, NW Suite 350 Atlanta, GA 30308	<a href="mailto:Patrick@spotsndots.com">Patrick@spotsndots.com</a>	(607) 729-7295
29	Careerbuilder.com	Online Jobsite		Careerbuilder.com	
30	b-roll.net	Kevin Johnson	243 17 <sup>th</sup> St. SE Washington, DC 20003	<a href="mailto:info@b-roll.net">info@b-roll.net</a>	(202) 486-8842
31	Mediarecruiter.com	Online Jobsite Art Scott	22102 E. Canyon Place Aurora, CO 80016	<a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a>	(330) 400-5150
32	Tvandradijobs.com	Online Jobsite		tvandradijobs.com	
33	Lostremote.com	jobs.lostremote.com/post	37 W 26 St, Ste 405 New York, NY 10010	<a href="mailto:eric@jobthread.com">eric@jobthread.com</a>	
34	UCO, Mass Communications Dept	Dr. Keith Swezey, Professor	100 N. University Drive Edmond, OK 73034	<a href="mailto:ksweze@uco.edu">ksweze@uco.edu</a>	(405) 974-2792
35	602 Communications	Sandy Lizik	4349 E. Colter Street Phoenix, AZ 85018	<a href="mailto:slizik@602communications.com">slizik@602communications.com</a>	(602) 954-8373
36	Indeed.com	Online Jobsite		Indeed.com	
37	University of Central Oklahoma	Beth Adele Waddelow, Director Career Services	100 N. University Drive, Box 126 Edmond, OK 73034-5209	<a href="mailto:bwaddelow@ucok.edu">bwaddelow@ucok.edu</a>	(405) 974-3346
38	Oklahoma City University	Jill Harris, Assistant Director Career Services	2501 N. Blackwelder Oklahoma City, OK 73106	<a href="http://www.okcu.edu/careers">www.okcu.edu/careers</a>	(405) 208-5503
39	Oklahoma Christian University	Kerianne Roper		<a href="mailto:Kerianne.ropер@oc.edu">Kerianne.ropер@oc.edu</a>	(405) 425-5560
40	Oklahoma City Gazette	Online Classified Site		Okgfree.com	
41	Oodle.com	Online Classified Site		<a href="http://oklahomacity.oodle.com/job/">oklahomacity.oodle.com/job/</a>	
42	ebayclassifieds.com	Online Classified Site		Ebayclassifieds.com	
43	The David Crane Agency	Steve Swienckowski	124 Ammons Drive Raleigh, NC 27615-6501		(919) 870-9121
44	Accountingcrossing.com/employmentcrossing.com	John Simpson, Customer Service Manager	Online Jobsite	<a href="mailto:jsimpson@accountingcrossing.com">jsimpson@accountingcrossing.com</a>	(626) 243-1814
45	Southern Nazarene University	Career Services Department		<a href="mailto:careers@snu.edu">careers@snu.edu</a>	(405) 717-6226
46	Ross Eatman, Agent	Talent Agency			(914) 234-4748
47	The LornaDave Agency	John Derr, Talent Agent	PO Box 368 Fogelsville, PA 18051-0368		(610) 248-1317
48	The NWT Group	Nancy Shaffran, Talent Agent	2110 Elmwood Bryan, TX 77802		(817) 987-3600
49	AirFlite, Inc.	Mark White, President	2320 Airport Drive Shawnee, OK 74804	<a href="mailto:mark@airfliteok.com">mark@airfliteok.com</a>	(405) 275-4388
50	Jsfirm.com	Online Jobsite		<a href="mailto:company@jsfirm.com">company@jsfirm.com</a>	(724) 547-6203

No recruitment sources requested to be notified of all vacancies.

### Local TV LLC & Fox Co Affiliated Stations

Source	Address	Contact Person	Telephone#
WREG-TV	803 Channel 3 Drive Memphis, TN 38103	Randy Culbertson	(901) 543-2333
KFOR-TV & KAUT-TV	444 E. Britton Road Oklahoma City, OK 73114	Shannon Gottschalk	(405) 424-4444

KFSM-TV	318 North 13 <sup>th</sup> Street Fort Smith, AR 72901	Patty Jewell	(479) 783-3131
WHNT-TV	200 Holmes Ave. Huntsville, AL 35801	Nonda Sloan	(256) 533-1919
WTKR-TV	720 Boush Street Norfolk, VA 23510	Jennifer Crabtree	(757) 446-1000
WQAD-TV	3003 Park 16 <sup>th</sup> Street Moline, IL 61265	Cindy Parchert	(309) 764-8888
WNEP-TV	16 Montage Mountain Rd. Moosic, PA 18507	Bob Hawkins	(570) 346-7474
WHO-TV	1801 Grand Ave. Des Moines, IA 50309	Rebecca Jess	(515) 242-3500
WJW-TV	5800 S. Marginal Road Cleveland, OH 44103	Susan Pace	(216) 431-8888
KDVR-TV & KWGN-TV	100 E. Speer Blvd Denver, CO 80203	Jennifer Aguire	(303) 595-3131
KTVI-TV & KPLR-TV	2250 Ball Drive St Louis, MO 63146	Barbara Wobbe	(314) 647-2222
WDAF-TV	3030 Summit St, Signal Hill Kansas City, MO 64108	Thermal Stewart	(816) 753-4567
KSTU-TV	5020 W. Amelia Earhart Dr Salt Lake City, UT 84116	Jennifer Nash	(801) 532-1300
WITI-TV	9001 N. Green Bay Rd Milwaukee, WI 53209-1297	Parveen Hughes	(414) 355-6666
WGHP-TV	2005 Francis St High Point, NC 27263	Bob Ladka	(336) 841-8888
WTVR-TV	3301 W. Broad St Richmond, VA 23230	Jennifer Crabtree	(804) 254-3600

List of the total number of interviewees referred by each recruitment source:

<b>Source</b>	<b>Total Number Interviewed</b>
AirFlite, Inc.	1
Careerbuilder.com	5
Employee Referral	16
Employee-Station	17
Former Employee	1
Former Employee Referral	1
Intern – Former	2
Jsfirm.com	3
KFOR.com	13
Lorna Dave Agency	2
OAB	2
Referral-Advertiser	1
Self-Submission	19
The NWT Group	2
TVJobs.com	29
University of Central Oklahoma	2
<b>Total</b>	<b>116</b>

## **Station Outreach Initiatives**

**Undergraduate Internship:** The KFOR-TV Internship Program is designed to supplement college classroom lessons with hands-on experience in television news, production, interactive and

promotions/marketing. The program is offered to students who have completed their sophomore year of college, and will receive credit from the college or university for the internship. Students are recruited directly from all of the local colleges and universities, Students can also log on to our website, kfor.com, for information about the internship program.

Listed below are the local colleges and universities from which we recruit:

American Broadcasting School  
Langston University  
Oklahoma Baptist University  
Oklahoma City University  
Oklahoma State University  
University of Central Oklahoma  
University of Oklahoma  
University of Science and Arts Oklahoma

During the Spring Semester 2011, we had 4 participants, and for Summer 2011 program we had 9 participants. We also had 3 participants in the Fall 2011 program.

**Job Fairs: Oklahoma City Community College:** In March, the KFOR-TV/KAUT-TV News Director participated in a job fair at a local college, Oklahoma City Community College. The News Director discussed television broadcasting internships for college students and current open positions while hosting a booth at the job fair.

**Job Fairs: University of Oklahoma:** In October, the KFOR-TV/KAUT-TV News Director participated in the College of Journalism and Mass Communication Career and Internship Fair at the University of Oklahoma. The News Director discussed television broadcasting internships for college students and current open positions while hosting a booth at the job fair.

**Job Fairs: Rose State College:** In October, the KFOR-TV/KAUT-TV News Director participated in the Rose State Career Expo. The News Director discussed television broadcasting internships for college students and current open positions while hosting a booth at the career fair.

**Participation in Broadcast Conference:** In March, the KFOR-TV/KAUT-TV Station Manager/General Sales Manager and Local Sales Manager were invited to participate in the Oklahoma Association of Broadcaster's Student Day Job Fair. There were 145 students in attendance representing various colleges and universities in the state. They spoke about careers, the industry in general and to give advice to students entering the industry.

**General Outreach Efforts:** The employment unit provided a job shadowing opportunity to a local high school student interested in a broadcasting career. The student observed various jobs in and around the newsroom to learn more about broadcasting careers and the higher education requirements for the various jobs.

**Sales Training:** The employment unit has established sales training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

**Listing of Vacancies:** The KFOR-TV and KAUT-TV employment unit listed each abovementioned openings in the job bank of the Oklahoma Association of Broadcasters, media trade group whose memberships include substantial participation by women and minorities. The hiring unit actively participates in the Oklahoma Association of Broadcasters on a year-round basis.