

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

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

**Date: February 2, 2009**

List of all full-time vacancies filled during the preceding year (this period represents February 1, 2008 through February 1, 2009), 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>
Director of Interactive Media	5	The Oklahoman	OAB, 23, 24, 26, 27, 29, 35 plus affiliated stations
Account Executive	7	Employee Referral	OAB, 23, 24, 26, 28, 34, 35 plus affiliated stations
Operations Technician	4	OAB	OAB
Traffic Assistant	10	The Oklahoman	OAB, 23, 24, 26, 34, 35 plus affiliated stations
Web Programming Specialist	6	Self-Submission	OAB, 23, 24, 26, 34, 35, 36 plus affiliated stations
Graphic Artist	5	Jobsok.com	OAB, 24, 26, 27, 35, 36 plus affiliated stations
Creative Services Director	9	Employee Referral	OAB, 24, 26, 34, 35, 36 plus affiliated stations
Master Control Operator	5	The Oklahoman	OAB, 23, 24, 25, 26, 33, 35 plus affiliated stations
Photojournalist (two positions)	8	b-roll.net & kfor.com	OAB, 26, 30
Local Sales Manager/ Sr. Account Executive	7	Spots-n-dots	OAB, 24, 26, 27, 28, 31, 34, 35 plus affiliated stations
Master Control Operator (two positions)	5	OAB & The Oklahoman	OAB, 26, 33, 34, 35 plus affiliated stations
Photojournalist	5	Kfor.com	OAB, 23, 26
Promotions Producer	4	Employee Referral-Group	OAB, 24, 26, 35, 36 plus affiliated stations
Assistant Controller	6	Monster.com	OAB, 26, 27, 32, 33, 34, 35 plus affiliated stations
Account Executive	5	Employee Referral	OAB, 24, 25, 26, 32, 33, 34, 35 plus affiliated stations
Graphic Artist	6	Online job posting	OAB, 26, 27, 32, 33, 34, 35, 36 plus affiliated stations
Editor	3	Employee Referral	OAB, 26
Photojournalist	9	Employee Referral	OAB, 26, 30
Internet Account Executive	5	Kfor.com	OAB, 26, 32, 33, 34, 35 plus affiliated stations
Writer	8	Temporary Employee	OAB
Producer	4	Tvjobs.com	OAB, 26
<b>Total Interviewed</b>	<b>121</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*	Sherri 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>	Ted Malave, Web Content/News Dept	444 E. Britton Road Oklahoma City, OK 73114	<a href="mailto:ted.malave@kfor.com">ted.malave@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	Poynter Institute Pointer.com/careers	Online Jobsite	801 Third Street South St. Petersburg, FL 33701	<a href="mailto:bwerner@poynter.org">bwerner@poynter.org</a>	(727) 456-2331
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	Allstarjobs.com	Online Jobsite		Allstarjobs.com	
33	Tvandradijobs.com	Online Jobsite		tvandradijobs.com	
34	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>	
35	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
36	602 Communications	Sandy Lizik	4349 E. Colter Street Phoenix, AZ 85018	<a href="mailto:slizik@602communications.com">slizik@602communications.com</a>	(602) 954-8373

None of these sources requested to be on our recruitment list.

### Local TV LLC Affiliated Stations

Source	Address	Contact Person	Telephone#
WREG-TV	803 Channel 3 Drive Memphis, TN 38103	Ron Walter, President & GM	(901) 543-2103
KFOR-TV & KAUT-TV	444 E. Britton Road Oklahoma City, OK 73114	Jim Boyer, President & GM	(405) 478-6201
KFSM-TV	318 North 13 <sup>th</sup> Street Fort Smith, AR 72901	Van Comer, President & GM	(479) 785-5080
WHNT-TV	200 Holmes Ave. Huntsville, AL 35801	Stan Pylant, President & GM	(256) 536-6868
WTKR-TV	720 Boush Street Norfolk, VA 23510	Jeff Hoffman, President & GM	(757) 446-1343
WQAD-TV	3003 Park 16 <sup>th</sup> Street Moline, IL 61265	Larry Rosmilso, President & GM	(309) 736-3201
WNEP-TV	16 Montage Mountain Rd. Moosic, PA 18507	Chuck Morgan, President & GM	(570) 207-2420
WHO-TV	1801 Grand Ave. Des Moines, IA 50309	Dale Woods, President & GM	(515) 242-3701

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

Source	Total Number Interviewed
602 Communications	1
b-roll.net	5
Employee-Station	9
Employee-Group	1
Employee Referral	20
KFOR.com	15
Outside Referral	2
<a href="http://www.lostremote.com">www.lostremote.com</a>	2
<a href="http://www.monster.com">www.monster.com</a>	11
OAB	4
Self-Submission	11
Spots-n-Dots	4
Temporary Employee	3
The Oklahoman (includes jobsok.com)	16
TVJobs.com	17
Total	121

## 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, 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, as well as through the Internship Bible, a national listing of internship opportunities across the country. 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:

Cameron University  
 East Central University  
 Langston University  
 Northwestern Oklahoma State University  
 Oklahoma State University  
 Southwestern Oklahoma State University  
 University of Central Oklahoma  
 University of Oklahoma

During the Spring Semester 2008, we had 1 participants. For the Summer 2008 program we had 9 participants and for the Fall 2008 Semester, we had 7 participant.

### Job Fairs:

- **Oklahoma City Community College:** In January, 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.

- **Rose State College Fall 2008 Career Fair:** In October, the KFOR-TV/KAUT-TV News Director participated in a job fair at a local college, Rose State College. The News Director discussed current openings at the station, the college intern program, and broadcasting careers overall with the students in attendance.

**Meeting with Recruitment Source:** In November, the KFOR-TV/KAUT-TV's Station Manager/General Sales Manager was invited by Dave Ortloff at the University of Oklahoma to discuss television career opportunities, television station structure and television advertising.

**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.