

**EEO PUBLIC FILE REPORT**

**FOR**

**KOCO-TV**

This EEO Public File Report  
Covers the One-Year Period  
Ending on January 31, 2018

# **EEO Annual Public File Report**

## **KOCO-TV**

This EEO Public File Report is filed in Station KOCO-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending January 31, 2018 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- \* The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- \* The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- \* The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Sandy Brenneis, Business Manager, 405-478-3000.

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### February 1, 2017 - January 31, 2018

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Director Open Date: 12/13/2016 Hire Date: 4/3/2017	2-4, 6-9, 11-12, 15, 17, 21, 23-26, 28-44	11
Assignment Editor Open Date: 12/22/2016 Hire Date: 2/13/2017	2-10, 12, 15, 17-19, 21-26, 28-44	8
Assignment Editor Open Date: 12/22/2016 Hire Date: 7/10/2017	2-10, 12, 15, 17-19, 21-26, 28-44	22
Account Executive Open Date: 12/28/2016 Hire Date: 2/22/2017	2-10, 12, 14-15, 17, 19, 21, 23-44	14
Account Executive Open Date: 12/28/2016 Hire Date: 2/15/2017	2-10, 12, 14-15, 17, 19, 21, 23-44	14
Account Executive Open Date: 12/28/2016 Hire Date: 3/13/2017	2-10, 12, 14-15, 17, 19, 21, 23-44	14
Producer Open Date: 1/27/2017 Hire Date: 6/5/2017	1-4, 6-10, 12, 15, 17, 21-26, 28-44	8
Local Sales Assistant Open Date: 2/2/2017 Hire Date: 7/17/2017	1-10, 12, 15, 17, 19, 21, 23-26, 28-45	8
Executive Producer Open Date: 2/10/2017 Hire Date: 4/24/2017	1-4, 6-10, 12-13, 15, 17, 21, 23-26, 28-43	13
Producer Open Date: 2/16/2017 Hire Date: 4/10/2017	2-12, 15, 17-19, 21, 23-26, 28-44	11
Operations Technician Open Date: 3/30/2017 Hire Date: 4/21/2017	2-10, 12, 15, 17-19, 21, 23-26, 28-44	8
Master Control Ops Technician Open Date: 4/4/2017 Hire Date: 4/30/2017	2-12, 15, 17, 19, 21, 23-26, 28-44	11
Producer Open Date: 4/11/2017 Hire Date: 5/22/2017	2-10, 12, 14-15, 17-21, 23-26, 28-44	20
Anchor/Reporter Open Date: 4/20/2017 Hire Date: 6/12/2017	2-10, 12, 14-15, 17, 19, 21, 23-26, 28-44	14

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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Reporter/Anchor Open Date: 4/27/2017 Hire Date: 8/21/2017	2-10, 12, 15-17, 19, 21, 23-26, 28-44	16
Digital Client Specialist Open Date: 6/20/2017 Hire Date: 7/11/2017	1-10, 12, 14-15, 17-19, 21, 23-26, 28-44	18
Photographer/Editor Open Date: 8/22/2017 Hire Date: 9/5/2017	2-10, 12, 15, 17, 19, 21, 23-26, 28-44	33
Master Control Operator Open Date: 10/18/2017 Hire Date: 11/12/2017	2-12, 15, 17, 19, 21, 23-26, 28-44	11
Producer Open Date: 11/15/2017 Hire Date: 1/16/2018	2-10, 12, 15, 17, 19, 21, 23-26, 28-44	8

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 4349 E. Colter Str. Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	AAJA 5th 3rd Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Career Services Manual Posting	N	0
3	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : <a href="http://radioschool.com/contactus.htm">http://radioschool.com/contactus.htm</a> Email : stevie@radioschool.com Fax : 1-405-672-7751 Career Services	Y	0
4	ANEW Job and Career Placement Services 630 N. Bath Ave. Oklahoma City, Oklahoma 73117 Phone : 405-973-6965 Email : sarafiaf@yahoo.com Career Services	Y	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
6	Bureau of Indian Affairs P. O. Box 309 Anadarko, Oklahoma 73005 Phone : 405-247-6677 Url : <a href="http://www.bia.gov/groups/webteam/documents/intera">http://www.bia.gov/groups/webteam/documents/intera</a> Email : ilcpa@bia.gov Fax : 1-405-247-3942 Dan Deerinwater	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Cameron University 2800 West Gore Blvd Lawton, Oklahoma 73505 Phone : 501-378-3400 Career Services Manual Posting	Y	0
8	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Email : <a href="mailto:HTV.Careers@hearst.com">HTV.Careers@hearst.com</a> HTV Careers	N	22
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Columbia University 2950 Broadway New York, New York 10027 Phone : 212-954-4922 Ernest Sotomayor Manual Posting	N	0
11	Current Employee	N	4
12	Dale Rogers Training Center 2501 N. Utah Ave. Oklahoma City, Oklahoma 73107 Phone : 405-946-4489 Url : <a href="http://www.drct.org/contact_us.htm">http://www.drct.org/contact_us.htm</a> Email : <a href="mailto:dalerogers@drct.org">dalerogers@drct.org</a> Fax : 1-405-943-9710 Career Services	N	0
13	Dolan Media Management 3 North Court St Frederick, Maryland 21701 Phone : 301-668-1511 Career Services Manual Posting	N	3
14	Employee Referral	N	7

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15	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
16	Former Employee	N	1
17	Francis Tuttle Vo-Tech 12777 N. Rockwell Ave. Oklahoma City, Oklahoma 73142 Phone : 405-717-4195 Url : <a href="http://www.francistuttle.edu/careerServices/default">http://www.francistuttle.edu/careerServices/default</a> Kathy Hart Manual Posting	Y	0
18	Indeed.com 17764 Broad Street Stanford, Connecticut Phone : . Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	8
19	International Association of Administrative Professionals 300 Johnny Bench Drive Oklahoma City, Oklahoma 73101 Phone : 405-831-8943 Url : <a href="http://www.iaap-oklahomacity.org/IAAPHQ/OklahomaCi">http://www.iaap-oklahomacity.org/IAAPHQ/OklahomaCi</a> Email : <a href="mailto:tammy.ash@sonicdrivein.com">tammy.ash@sonicdrivein.com</a> Fax : 1-816-891-9118 Tammy Ash	N	0
20	Internship Program	N	1
21	Langston University 216 Sanford Hall Langston, Oklahoma 73050 Phone : 405-272-04731 Url : <a href="http://www.lunet.edu/">http://www.lunet.edu/</a> Email : <a href="mailto:jawallace@lunet.edu">jawallace@lunet.edu</a> Fax : 1-405-466-2976 James A. Wallace	Y	0

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22	LinkedIn 2029 Stierlin Cy Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/job">https://www.linkedin.com/job</a> Career Services Manual Posting	N	9
23	Medialine P. O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com/jobsubmit.htm">http://www.medialine.com/jobsubmit.htm</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Career Services	N	0
24	Metro Tech 1900 Springlake Drive Oklahoma City, Oklahoma 73111 Phone : 405-595-4804 Url : <a href="http://www.metrotech.edu/student_services/student_">http://www.metrotech.edu/student_services/student_</a> Email : <a href="mailto:aaron.walker@metrotech.edu">aaron.walker@metrotech.edu</a> Fax : 1-405-424-4010 Aaron Walker	Y	0
25	Moore-Norman Technical Center 4701 12th Avenue NW Norman, Oklahoma 73069 Phone : 405-364-5763 Url : <a href="http://mntechnology.com/student-resources/employe">http://mntechnology.com/student-resources/employe</a> Email : <a href="mailto:employmntc@mntechnology.com">employmntc@mntechnology.com</a> Fax : 1-405-360-9989 Jana Cline	Y	0
26	National Association of Hispanic Journalists 1000 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahj.org/category/nahj-jobs/">http://www.nahj.org/category/nahj-jobs/</a> Career Services Manual Posting	N	0
27	Non-Employee Referral	N	1



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28	Oklahoma Association of Broadcasters 6520 N. Western Ste. 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : <a href="http://www.oabok.org/JobBank/Employers/jobpost.asp">http://www.oabok.org/JobBank/Employers/jobpost.asp</a> Email : <a href="mailto:sundholm@oabok.org">sundholm@oabok.org</a> Susan Sundholm	N	0
29	Oklahoma City Community College 7777 South May Avenue Oklahoma City, Oklahoma 73159 Phone : 405-682-7519 Url : <a href="http://www.collegecentral.com/occc/Career Services">http://www.collegecentral.com/occc/Career Services</a> Manual Posting	N	0
30	Oklahoma City University 2501 N. Blackwelder Oklahoma City, Oklahoma 73106 Phone : 405-208-5171 Url : <a href="http://www.okcu.edu/services/career/">http://www.okcu.edu/services/career/</a> Josh Waddell Manual Posting	N	0
31	Oklahoma State Employment Security Commission PO Box 52003 Oklahoma City, Oklahoma 73152 Phone : 405-557-7100 Url : <a href="http://www.ok.gov/oesc_web/Career Services">http://www.ok.gov/oesc_web/Career Services</a> Manual Posting	N	0
32	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-5253 Url : <a href="http://www.hireosugrads.com/2/Home.aspx">http://www.hireosugrads.com/2/Home.aspx</a> Philip Goodwin Manual Posting	N	0
33	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	1

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34	Rose State College 6420 SE 15th Street Midwest City, Oklahoma 73110 Phone : 405-733-7488 Url : <a href="http://www.rose.edu/students/stuserv/career.asp">http://www.rose.edu/students/stuserv/career.asp</a> Email : <a href="mailto:careercoach@rose.edu">careercoach@rose.edu</a> Fax : 1-405-733-7586 C Freeman	N	0
35	Southern Nazarene University 6729 NW 39th Expy Bethany, Oklahoma 73008 Phone : 405-717-6296 Url : <a href="http://www.snu.edu/career-counseling">http://www.snu.edu/career-counseling</a> Email : <a href="mailto:career@snu.edu">career@snu.edu</a> Fax : 1-405-717-6286 Career Services	N	0
36	Southwestern Oklahoma State University 100 Campus Drive Weatherford, Oklahoma 73096 Phone : 580-774-3233 Url : <a href="http://www.swosu.edu/careers/">http://www.swosu.edu/careers/</a> Tiffany Hawkins Manual Posting	N	0
37	Texas A&M University 230 Reed McDonald College Station, Texas 77843 Phone : 979-845-5139 Url : <a href="http://careercenter.tamu.edu/">http://careercenter.tamu.edu/</a> Paula Moses Manual Posting	N	0
38	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 2121-935-5631 Career Services Manual Posting	N	0
39	TVJobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/cgi-bin/jobs2/users/login.cg">http://www.tvjobs.com/cgi-bin/jobs2/users/login.cg</a> Career Services Manual Posting	N	0

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40	University of Central Oklahoma 100 North University Drive Edmond, Oklahoma 73034 Phone : 405-974-3346 Url : <a href="http://broncho2.uco.edu/careers/">http://broncho2.uco.edu/careers/</a> Beth Adele Manual Posting	N	0
41	University of Nebraska 147 Andersen Hall Lincoln, Nebraska 68588-0131 Phone : 402-472-5768 Url : <a href="http://unl.edu">unl.edu</a> Email : <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a> Fax : 1-402-472-8403 Rick Alloway	N	0
42	University of Oklahoma 900 Asp Avenue Norman, Oklahoma 73019 Phone : 405-325-1974 Url : <a href="http://www.ou.edu/career/">http://www.ou.edu/career/</a> Bette Scott Manual Posting	Y	0
43	Urban League 3900 N. Martin Luther King Oklahoma City, Oklahoma 73111 Phone : 405-424-5243 Url : <a href="http://www.urbanleagueok.org/jobsandtraining.htm">http://www.urbanleagueok.org/jobsandtraining.htm</a> Email : <a href="mailto:jsimpson@urbanleagueok.org">jsimpson@urbanleagueok.org</a> Fax : 1-405-424-3382 Jermaine Simpson	Y	0
44	Vatterott College 3737 N. Portland Oklahoma City, Oklahoma 73112 Phone : 405-945-0088 Url : <a href="http://www.vatterott-college.info/index.php">http://www.vatterott-college.info/index.php</a> Career Services Manual Posting	N	0
45	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>58</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/1/2017	Listing of each upper-level category opening in a job bank or newsletter	The station lists all upper-level vacancies with the Oklahoma Media Group and the Oklahoma Association of Broadcasters (who pass through the listings to a number of organizations whose membership include substantial numbers of women and minorities).	4	News Director General Sales Manager Director of Engineering Creative Services Manager
2	2/1/2017	Establishment of an intern program designed to assist members of the community	During the Spring 2017 academic term, the station sponsored 11 interns who received college credit for their internships. The students worked in News, Engineering and Creative Services.	3	News Director Creative Services Manager Director of Engineering
3	3/30/2017	Participation in Job Fairs	OAB (Oklahoma Association of Broadcasters) Education Foundation's Student Day Career Fair. 157 students from colleges throughout Oklahoma attended the event. Every department from the station was represented. Students visited with various department heads regarding the opportunities available within the broadcasting industry. Received substantial interest in our Intern Program.	4	News Director Chief Engineer Creative Services Manager General Sales Manager
4	4/1/2017	Establishment of an intern program designed to assist members of the community	During the Summer 2017 academic term, the station sponsored 13 interns who received college credit for their internships. The students worked in News, Engineering and Creative Services.	3	News Director Director of Engineering Creative Services Manager
5	5/1/2017	Participation in scholarship programs	"Free Ride" Scholarship Program. We awarded a \$25,000 scholarship and a new 2016 Chevy Sonic to the winner. We also award (4) \$5,000 scholarships to four of the graduating seniors. The program is open to all residents, 18 years or older and who maintain a 3.25 GPA during high school. The station promotes the scholarship program on both its TV and Digital platforms.	4	General Sales Manager Local Sales Manager News Director General Manager

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	5/17/2017	Provision of training to management	Hearst's Director of Veteran Recruiting, Dave Kaylor, visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment. Presentation available at station.	4	General Manager News Director Chief Engineer General Sales Manager
7	7/1/2017	Establishment of an intern program designed to assist members of the community	During the Fall 2017 academic term, the station sponsored 3 interns who received college credit for their internships. The students worked in News and Engineering.	2	News Director Director of Engineering