

EEO PUBLIC FILE REPORT

FOR

KTEN-TV

This EEO Public File Report
February 1, 2021 to January 31, 2022

EEO Annual Public File Report

KTEN-TV

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the Federal Communications Commission's EEO Rule. This Report has been prepared on behalf of KTEN. This Report will be placed in KTEN's public inspection file and posted on KTEN's website.

The information contained in this Report covers the time period ending January 31, 2022 (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 recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

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 Tiffany Humphrey at (804) 672-6565 or business@lockwoodbroadcast.com.

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ATTACHMENT 1

FULL-TIME VACANCY INFORMATION

Position Title	Total No. Interviewees for the Vacancy	Recruitment Source of Hiree	Recruitment Sources Utilized (see attached list of sources)
News Director *	4	22	17, 19-20, 22
Sports Anchor	1	10	1-17, 19-21
Director of Sports	3	22	1-22
Reporter/Producer	6	24	1-18, 24
Reporter/Producer	6	23	1-18, 23
Anchor/Reporter	5	24	1-16, 23-24
Reporter/Producer**	7	24	1-16, 18, 24
Reporter/Producer**	7	24	1-21, 24-25
Master Control Operator***	3	19	1-8, 10-17, 19-21, 25-26, 28
Account Executive	4	27	1-17, 19-21, 25, 27
Production Assistant**	3	28	1-8, 10-17, 19-22, 25, 28
Account Executive	6	22	1-17, 19-22, 25, 27
Production Assistant**	4	28	1-5, 7-8, 10-17, 19-22, 25, 28
Master Control Operator***	3	19	1-8, 10-17, 19-21, 25-26, 28
Station Manager	5	17	1-5, 7-8, 10-17, 19-21, 23, 25
Reporter/Producer	4	28	1-5, 7-8, 10-17, 19-22, 25, 28
Production Assistant*	4	22	1-5, 7-8, 10-17, 19-22, 25, 29
Producer	3	17	1-5, 7-8, 10-17, 19-21, 25, 29
Reporter/Producer	4	28	1-5, 7-8, 10-17, 19-21, 25, 28, 29
Director of Sports	4	24	1-5, 7-8, 10-17, 19-21, 24-25

Total number of persons interviewed during the Reporting Period: **86**

***Denotes internal promotion.**

****Some of the interview pool was the same between positions of same position title, which may have resulted in a larger number of interviewee's counted than actual individuals who were interviewed.**

*****Interview pool was the same for both vacancies. The interviewees were counted separately for each position, though they represent the same individuals**

ATTACHMENT 2

RECRUITMENT SOURCE INFORMATION

Recruitment Source (see attached list)	Total Number of Interviewees from Source*	Did Source Request Notice of Job Openings?
1	0	No
2	0	No
3	1	No
4	0	No
5	0	No
6	0	No
7	0	No
8	0	No
9	0	No
10	1	No
11	0	No
12	0	No
13	0	No
14	0	No
15	0	No
16	0	No
17	21	No
18	0	No
19	5	No
20	0	No
21	1	No
22	8	No
23	11	No
24	22	No
25	0	No
26	0	No
27	7	No
28	9	No
29	0	No

* Note: The above table reflects information for the 86 interviewees who provided referral source information.

RECRUITMENT SOURCES

Source

1. Art Institute of Dallas, 8080 Park Ln #100, Dallas, TX 75231 David B Elias - 214-812-1234
2. Austin College, 900 N. Grand Ave., Sherman, TX 75090-4400 Margie Norman - 903-813-2247
3. Cameron University, 2800 West Core, Lawton, OK 73505 Steve Adams - 580-581-2211
4. Chickasaw Nation Administration, PO Box 1548, Ada, OK 74821 Haley Ralls – 580-436-2603
5. East Central University, 1100 E 14th St., Ada, OK 74820 Dr. Donna Gough - 580-332-3388
6. Hispanic Organization, 1167 Scott Hill Road, Pottsboro, TX 75076 Laura Macia – 956-968-3600
7. Northeastern OK A& M, 200 I Street NE, Miami, OK 74354 Jordan Adams - 918-560-6994
8. NWOSU, 709 Oklahoma 14, Alva, OK 73717 Jesse Shroeder - 580-327-8599
9. Oklahoma City Community College, 7777 May Avenue, Oklahoma City, OK 73159 Gwin Faulconer-Lippert – 405-682-1611
10. Oklahoma State University, School of Journalism Broadcasting, 206 Paul Miller, Stillwater, OK 74078 Jack Hodgson – 405-744-5000
11. Rogers University, 1701 W Will Rodgers Blvd, Claremore, OK 74017 Cathie Coomer – 918-343-7777
12. Sherman Business & Professional Women, PO Box 1124, Sherman, TX 75091 Jackie Tomlinson
13. University of North Texas, PO Box 310589, Denton, TX 76203 Christine Paswan – 940-565-2000
14. University of Oklahoma, 900 Asp Ave #323, Norman, OK 73019 Heather Spencer – 405-325-0311
15. University of Central Oklahoma, 100 N. University Drive Box 196, Edmond, OK 73034 Jeff Hagy – 405-974-2000
16. Workforce Texoma, 2415 S Austin Street Ste 105, Denison, TX 75020 Jeremy Burke - 903-463-9997
17. KTEN-TV website, <http://www.kten.com/>
18. Lockwood Broadcast Group Website www.lockwoodbroadcast.com
19. Texas Association of Broadcasters, <http://www.TAB.org>
20. Oklahoma Association of Broadcasters <http://www.OABOK.org>
21. TV Jobs www.tvjobs.com
22. Self-Referral
23. Employee Referral
24. YouTube <http://www.youtube.com>: Station's active search and review of candidate content voluntarily uploaded by candidates to YouTube and/or other platforms.
25. Handshake.com <https://www.joinhandshake.com/> 225 Bush St. 12 Floor San Francisco, CA 94104 415-944-9960
26. LinkedIn www.linkedin.com
27. TV Commercial for Vacancies
28. Internal Referral
29. Medialine.com <https://medialinetalent.com/post-a-job/> 2515 Sparrow Crest Dr. Katy, TX 77494 913-217-0685

ATTACHMENT 3

MENU OPTION ACTIVITIES

KTEN-TV has engaged in the following outreach activities during the period covered by this Report:

Activity Classification*	Type of Activity	Brief Description
1	Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions	The News Director participated in a virtual career fair with the University of Oklahoma College of Atmospheric and Geographic Sciences on March 10, 2021.
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station had an intern through Oklahoma University. The intern shadowed a KTEN reporter in the Ardmore, OK office and learned all aspects of TV news reporting. The internship started on February 21, 2021 and ended on May 10, 2021.
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies)	<p>KTEN created and aired announcements that encouraged viewers interested in pursuing a radio and/or a television career to utilize the websites of the Texas Association of Broadcasters and Oklahoma Association of Broadcasters to learn of employment opportunities at member stations. These announcements ran throughout the year on KTEN.</p> <p>KTEN also provided a link from our website (Job Opportunities page) to the Oklahoma and Texas Association's website/job banks.</p> <p>Job Opportunities at the stations are also posted on the Oklahoma and Texas Association job banks.</p>
8	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;	<p>Station employees participated in training that provide them with additional skills.</p> <ul style="list-style-type: none"> • All meteorology employees did training with the National Weather Service on March 3, April 14, and May 4, 2021. • Two sales employees and the Local Sales Manager took part in sales training on July 23, 2021. • Station Engineers took part in engineering training through the Texas Association of Broadcasters on March 16, 2021 and March 18, 2021. The training went over proper broadcast production techniques for engineers and production. • Station engineer took a course through Coursera that he completed on August 3, 2021. The course was taught by a Google IT Support Professional. • The sales staff and management took part in training for digital sales with Richard Harris of Orbit Interactive on August 18, 2021. • The General Manager, Station Manager, and Director of Sales attended a webinar through Local Broadcast Sales that addressed on-going automobile advertising issues. The date of the training was October 12, 2021. • Creative Services Director attended a seminar where he learned how to use the Ross Xpression equipment which helps to increase creativity and efficiency on November 18, 2021. • On January 12, 2022, the General Manager, Station Manager, and sales managers attended a webinar through the TAB regarding FCC political broadcast rules.

Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.