

KETA – EEO Narrative Statement:

The Oklahoma Educational Television Authority is the statewide network providing public television programming to all of Oklahoma. During any year OETA will have a limited number of positions become open for one reason or another. OETA has in place a process where each department will work to write a job description for each position that becomes available.

Once the job description has been developed the Human Resource person advertises the position both internally and externally using numerous sources. A list of the publications, websites, schools and organizations where OETA will post the vacant position is listed in our annual EEO report. Our goal is to seek a variety of qualified applicants for each position.

OETA feels one of our best sources of applicants is the various broadcast schools located in our state. Over 14 schools, large and small, have broadcast programs and are a primary source for many of our entry level positions depending on the various department needs within the station. We also assist these same schools in finding internship opportunities for students. Many schools require an internship with a broadcast station for the student to complete their degree. OETA has also created over the years a scholarship program to encourage students to work in the broadcast business. Students use these funds to stay in school, and OETA may hire some of these student interns if they apply for open positions at OETA.

OETA uses the state broadcast organization, The Oklahoma Association of Broadcasters, as a source for candidates to fill our open positions. We also use the Corporation of Public Broadcasting, Current the Broadcast Magazine for public broadcasting, and other national sources for those positions that are seeking someone with national credentials.

OETA has an ongoing process to analyze our EEO program and seek to improve the recruitment process. OETA believes we will get the best employees for our positions if we have a positive and aggressive recruiting program. As an Oklahoma state agency, OETA follows all the state and federal policies as they relate to nondiscrimination. OETA has a very diversified staff. We do not discriminate in any area to include gender, age, race, or social background. We provide the best compensation and benefits program available based on the funding provided by the state and through our member supported public broadcasting organization structure.

OETA management is active is seeking out the best potential employees for each position. OETA management staff -- including the Vice President of Technology and Engineering, the Vice President of Production, the Vice President of Education and the Executive Director and other senior level of management -- take part in the job fairs and meetings to recruit talented employees. OETA attends the Oklahoma Association of Broadcasters annual job fair held for the purpose of allowing students and non-students to meet and discover what the various stations or networks like OETA can provide to potential employees. At these events we receive resumes and in many cases find potential employees for positions that come open at OETA. Being a small organization we normally have many

more people interested than we have positions open, but we are out in the public seeking the most qualified applicants.

OETA also conducts a student seminar in our public engagement facility. Each year, we invite the state higher education institutions to bring their brightest and most enthusiastic students to come to a daylong seminar where we discuss various positions at not only OETA but other broadcast facilities in the state. Students can talk with news directors, reporters, engineers, professors, and many other leaders in the broadcast business about what it means to be in the broadcast business. For 2020 and 2021 the seminar has been virtual due to the pandemic.

This event is considered by the Oklahoma Broadcast Education Association to be the highlight of the year for many students in their broadcast programs.

OETA management staff helps conduct this seminar and are often on the panels which the students attend. Our Executive Director and other staff interview students who receive the OETA scholarships presented to at least 4 students a year who seek a broadcast career.

The management team at OETA realizes we are only as strong as the staff members we hire. OETA and its staff have won numerous awards, including several Emmys, each year. We would not be one of the most viewed public television networks in the nation if we did not recruit and keep quality staff members. The OETA management believes the track record of our staff speaks volumes about our EEO and recruiting program.