

KSWO-TV, KKTm-LP
EEO PUBLIC FILE REPORT
February 1, 2020 through January 31, 2021¹

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
Multimedia Journalist	18, 30	30
Meteorologist	1-5, 7-8, 11-16, 18-19, 22-24, 30, 32, 34, 36, 40, 48, 49	30
Production Assistant	1-5, 7-8, 12, 14-16, 18-19, 22-24, 30, 32, 34, 36, 48	32
Master Control Operator	1-5, 7-8, 11-12, 14-16, 18-19, 22-24, 30, 34, 36, 48	30
Production Assistant	1-5, 7-8, 12-16, 18-19, 22-24, 30, 34, 36, 48	18
Reporter/Anchor	1-5, 7-8, 11-12, 14-16, 18-19, 22-24, 30, 34, 36, 48	30
Local Sales Manager (LSM)	1-5, 7-8, 11-16, 18-19, 22-24, 30, 32, 34, 36, 38, 48	38
Digital Content Producer	1-5, 7-9, 11-12, 14-16, 18-19, 22-24, 26-27, 30, 34, 36, 48	18
Video Journalist	1-5, 7-8, 12-16, 18-19, 22-24, 30, 32, 34, 36, 48	32
Sales Assistant	1-5, 7-8, 11-12, 14-16, 18-19, 22-24, 30, 34, 36, 38, 48	38
Chief Meteorologist	1-5, 7-8, 11-12, 14-16, 18-19, 22-24, 30, 32, 34, 36, 48	30
Multimedia Journalist/Reporter	1-5, 7-8, 11-12, 14-16, 18-19, 22-24, 30, 34, 36, 38, 48	30

¹ This EEO Public File Report was revised in April 2021 to address reporting discrepancies.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Division of Vocational Rehabilitation 1332 NW 53r St. Lawton OK 73505 800-487-4042 Debra Leffler: dleffler@okdrs.gov	Y	
2	Public Private Partnership Office BLDG 4700 Mow Way Rd 3Rd Floor, Ft Sill OK 73503 580-558-7101 Shannon Jackson: shanns.s.jackson.ctr@mail.mil	Y	
3	Providence Baptist Church PO Box 427, Burkburnett, TX 76354 940-569-1231 Carl English: ceenglishsr@yahoo.com	Y	
4	Caddo Kiowa Technology Center PO Box 190 Ft Cobb, OK 73038 405-643-3205 Gina Willits: gwillits@mycktc.com	N	
5	Cameron University 2800 W Gore BLVD Lawton OK 73505 580-581-2200 Jacob Johnson: hirecameronaggies@cameron.edu	N	
7	Great Plains Technology Center 4500West Lee Blvd Lawton OK 73505 580-3556371 Sunny Leavell: sleavell@greatplains.edu	N	
8	KCCU Radio Cameron University 2800W. Gore BLVD Lawton OK 73505 888-454-7800 Doug Cole: dcole@cameron.edu	N	
9	Midwestern State University 3410 Taft Blvd., Wichita Falls, TX 76308 940-397-4407 Stephanie Sullivan careermanagement@mwsu.edu	N	
11	Oklahoma State University 360 Student Union Stillwater OK 74078. 405-744-2242 Kristen McCoy: careers@okstate.edu	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Red River Technology Center PO Box 1807 Duncan OK 73534 580-255-2903 S. Loveday: sloveday@rrtc.edu	N	
13	Rogers State University 1701 Will Rogers, Claremore, OK 73534 918-343-7864 Calli Knight: hirehillcats@rsu.edu	N	
14	Southwest Adventist University Southwestern Adventist University Dept. Of Communications Keene TX 76059. 817-202-6790 Michael Agee: magess@swau.edu; agee@swau.edu	N	
15	Comanche Nation Workforce Georgia Gibson: georgiag@comanchenation.com	N	
16	Texas Tech University PO Box 43082 Lubbock TX 79409 806-743-6500 Amanda Perez: ac.perez@ttu.edu	N	
18	Indeed.com	N	5
19	University of Mary Harden-Baylor UMHG Bay 8415 Belton TX 76513 254-295-7696 Don Owens: careerservices@umhb.edu	N	
22	Western Oklahoma State College 2801 N Main. Altus OK 73517 580-477-2000 April Nelson: April.nelson@wosc.edu	N	
23	Work Services Corporation 3401 Armory Rd. Wichita Falls, TX 76302 940-766- 3207 Billy Hill: bhill@workservicescorp.com	N	
24	Workforces Solutions of North Texas 4309 Old Jacksboro HWY STE 300 Wichita Falls, TX 76302 940-322-1801 Kody Mass: kody.mass@ntxworksolutions.org Kendra Ball: kendra.ball@ntxworksolutions.org Judy Morgan: judy.morgan@ntxworksolutions.org John W. Ater II: john.ater@ntxworksolutions.org Beth Hinkle: Beth.Hinkle@ntxworksolutions.org	N	

25	Intentionally omitted.	N	
26	Workforce Oklahoma 1711 SW 11th St. Lawton OK 73501 580-357-3500 Sharon Chibitty Fax 580-357-9629	N	
27	University of Central Oklahoma Juliet Smith: careers@uco.edu 405-974-3346	N	
30	KSWO.com https://my.peoplesmatter.com	N	22
32	Word of Mouth	N	9
34	Job Fairs (as described in Section III)	N	
36	Well Dunne Talent. Kate Bacon: kate@welldunnetalent.com : http://blogwelldunnetalent.com/category/jobs	N	
38	LinkedIn/Facebook	N	7
40	National Association of Hispanic Journalists 1000 National Press BLDG Washington DC 20045 888- 974-1386 Mark Botero; www.nahjcareercenter.com	N	
48	Non Profit of Center of Wichita Falls, TX 940- 322-4961 Marla Malone: marla.malone@msutexas.edu	N	
49	Northern Arizona handshake.com	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			43

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events sponsored by education institutions related to careers in broadcasting (3)	<p>2-17-2020 Job shadowing for 12th grade student from Bray-Doyle High School, Marlow, OK by Photojournalist</p> <p>3-03-2020 Job Shadowing for 12th grade student from Walters High School, Walters, OK by Photojournalist</p> <p>10-22-2020 Weather Day Zoom Class Waurika Elementary School, Waurika, OK 2 Meteorologist</p>
2	Participate in career fairs (2)	<p>2-20-2020 Participation in Job Fair at Cameron University 2019 Red River Career EXPO by General Sales Manager, News Director, Marketing Director and Business Office Coordinator</p> <p>7-8-2020 through 7-12-2020 Participation in the National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) Career Fair by News Director</p>
3	Internship Programs	<p>2/01/2020 through 05/30/2020 two students from the University of Oklahoma (OU) interned in the News department. They were supervised by the News Director</p> <p>06/01/2020 through 11/30/2020 two students from the University of Oklahoma (OU) interned in the News department. They were supervised by the News Director</p>

4	Participate in management-level training related to methods for ensuring equal employment opportunity	<p>July 9 - August 4, 2020 – our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> <p>11-19-2020 EEO Training: our Business Manager participated in a training on the FCC’s EEO rules and regulations provided by Joan Stewart of Wiley Rein.</p>
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