

EEO Narrative Statement

The employment unit uses a variety of recruitment sources designed to inform qualified job applicants in the Tulsa community of the availability of full-time vacancies at the stations. While the specific recruitment sources vary depending on the position to be filled, when the stations have positions available, the stations seek employee candidates by utilizing colleges and universities, minority organizations, state and local employment agencies, online sources, the stations and station websites, and various other recruitment sources. Jobs requiring specialized skills may be advertised in professional and trade journals as well as on websites targeted to candidates with such skills.

The employment unit also undertook a variety of non-vacancy-specific outreach initiatives, including internships and job shadow programs.

Representatives of the employment unit meet at least annually to analyze recruitment efforts and possible ways to increase the effectiveness of the station's EEO efforts, and to achieve a broader outreach to potential applicants.