

EEO PUBLIC FILE REPORT

FOR

KTEN-TV

This EEO Public File Report
February 1, 2023 to January 31, 2024

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, 2024 (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.

* * * * *

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)
Sports Anchor/Reporter	5	14	1-18
Assistant Chief Engineer	6	22	1-22
Reporter/Producer (2 Positions)	8	22, 22	1-18, 20, 22
Production Assistant**	4	14	1-18, 20
Production Assistant**	5	20	1-18, 20
Sports Anchor/Reporter	3	20	1-18, 20
Reporter/Producer	4	14	1-18
Creative Services Director	2	20	1-17, 20
Reporter/Producer	4	14	1-18
Sports Anchor/Reporter	2	23	1-18, 23
Reporter/Producer**	3	15	1-18, 24
Reporter Producer**	3	14	1-18
News Producer	3	14	1-18
Reporter/Producer**	3	23	1-18, 23

Total number of persons interviewed during the Reporting Period: **55**

****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.**

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	0	No
4	0	No
5	0	No
6	0	No
7	0	No
8	0	No
9	0	No
10	0	No
11	0	No
12	0	No
13	0	No
14	29	No
15	1	No
16	0	No
17	0	No
18	0	No
19	3	No
20	15	No
21	2	No
22	2	No
23	2	No
24	1	No

* Note: The above table reflects information for the 55 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. NWOSU, 709 Oklahoma 14, Alva, OK 73717 Jesse Shroeder - 580-327-8599
7. Oklahoma State University, School of Journalism Broadcasting, 206 Paul Miller, Stillwater, OK 74078 Jack Hodgson – 405-744-5000
8. Rogers University, 1701 W Will Rodgers Blvd, Claremore, OK 74017 Cathie Coomer – 918-343-7777
9. Sherman Business & Professional Women, PO Box 1124, Sherman, TX 75091 Jackie Tomlinson
10. University of North Texas, PO Box 310589, Denton, TX 76203 Christine Paswan – 940-565-2000
11. University of Oklahoma, 900 Asp Ave #323, Norman, OK 73019 Heather Spencer – 405-325-0311
12. University of Central Oklahoma, 100 N. University Drive Box 196, Edmond, OK 73034 Jeff Hagy – 405-974-2000
13. Workforce Texoma, 2415 S Austin Street Ste 105, Denison, TX 75020 Jeremy Burke - 903-463-9997
14. KTEN-TV website, <http://www.kten.com/>
15. Texas Association of Broadcasters, <http://www.TAB.org>
16. Oklahoma Association of Broadcasters <http://www.OABOK.org>
17. TV Jobs www.tvjobs.com
18. Handshake.com <https://www.joinhandshake.com/> 225 Bush St. 12 Floor San Francisco, CA 94104 415-944-9960
19. Indeed.com, 6433 Champion Grandview Way, Building 1, Austin, TX 78750 1-800-475-4361
20. Internal Referral
21. KTEN On Air Announcements 10 High Point Circle, Denison, TX 75020 Dave Tillery 903-548-4000
22. Self-Referral
23. Intern from Summer 2023
24. University of North Texas Job Fair 3/24/23--News Director and News Production Supervisor attended

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	<ul style="list-style-type: none"> • March 30, 2023: The News Director participated in a Job Fair with the Oklahoma Association of Broadcasters. • March 24, 2023: The News Director and News Production Supervisor attended a Job Fair with the University of North Texas. • March 27, 2023: The News Director attended a Job Fair with University of Oklahoma.
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	<ul style="list-style-type: none"> • Station hosted an intern from East Central University in Oklahoma from May 25, 2023 through August 11, 2023. The intern learned all aspects of news production and reporting. • Station hosted an intern from the University of Oklahoma from May 23, 2023 through August 1, 2023. The intern learned all aspects of news production and reporting. • Station hosted an intern from Texas Christian University from May 22, 2023 through August 15, 2023. The intern learned all aspects of news production and reporting. • Station hosted an intern from Texas Tech University from May 22, 2023 through August 10, 2023. The intern learned all aspects of sports reporting for the news product. • Station hosted an intern from the University of Oklahoma from June 6, 2023 through August 9, 2023. The intern learned all aspects of sports reporting for the news product. • Station hosted an intern from the University of North Texas from May 23, 2023 through August 18, 2023. The intern learned all aspects of sports reporting for the news product.
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;	<ul style="list-style-type: none"> • March 14, 2023: The General Manager and the Director of Sales participated in a training event through the Texas Association of Broadcasters regarding how to bring local car and truck dealers back to television. • June 14, 2023: The General Manager, Station Manager, Director of Sales, Local Sales Manager, and Account Executives participated in training with Jim Doyle and Associates on using Jim Doyle on demand. These programs show the trainees how to utilize more sales training tools such as principles of selling, prospecting new business, and reducing risk. • June 21-23, 2023: KTEN Meteorologist attended the American Meteorological Society 50th's Conference on Broadcast Meteorology. Events included Climate Change programs, Forecasting, and Connecting with your audience. • October 24-25, 2023: The Account Executives and Sales Managers participated in Digital Sales Training with Orbit Interactive Inc. Topics covered business solutions such as products available, how to sell those items and social media management. • November 3, 2023: An Account Executive completed two Jim Doyle and Associates trainings. Both were on how to improve presentations including the length of presentation and simple things to enhance the presentation. • November 9, 2023: An Account Executive attended a webinar on the power of reaching local consumers via over the air television. This webinar was put on by the TVB. This program educated the Account Executive on the importance of Local TV and its ability to reach certain audiences. • November 14, 2023: An Account Executive attended an Auto Industry Webinar through the Texas Association of Broadcasters. This webinar educated the Account Executive on current automotive trends and the value of independent automotive dealers and how that impacts ad sales.
---	---	---

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.