

**Public File
EEO (Equal Employment Opportunity) Report**

Station: KFOR-TV-DT & KAUT-TV-DT

Date: February 1, 2008

List of all full-time vacancies filled during the preceding year (this period represents January 31, 2007 through January 31, 2008), identified by job title.

JOB TITLE	# OF PEOPLE INTERVIEWED	Recruitment Source that Referred the Hiree	Recruitment Sources Used to Fill Vacancy
Internet Account Executive	5	The Oklahoman	28, 29, 30, 31, 32, 33, 34, 35 plus affiliated stations
Reporter	5	Employee Referral	OAB, 29, 31
Promotions Producer	6	Monster.com	OAB, 28, 29, 31, 32, 34, 35
Photojournalist	5	Employee Referral	OAB and 31
Reporter	4	Tvjobs.com	OAB and 31
Producer	3	Former Employee	OAB and 31
ENG Editor	3	KFOR freelancer	OAB, 31, 32
Photojournalist	5	Employee Referral	OAB, 31, 32
ENG Editor	4	Rose State College – Skip Leckness	OAB, 31, 32
Writer/Producer	4	Employee Referral	OAB, 31, 32
Account Executive	10	Employee Referral	OAB, 28, 31
Promotions Producer	3	Tvjobs.com	OAB, 31, 32 plus affiliated stations
Writer/Producer	4	Employee Referral	OAB, 31, 32
Photojournalist	5	KOKH Employee Referral	OAB, 31, 32
Writer/Producer	4	OAB – Cameron University	OAB, 31, 32
Programming Coordinator/Executive Asst	4	Employee Referral	OAB, 31, 37 plus affiliated stations
Traffic Assistant	4	Kfor.com	31, 35, 36 plus affiliated stations
Reporter	4	Employee Referral	OAB and 31
Local Sales Assistant	4	Employee Referral	OAB, 31, 35, 36 plus affiliated stations
Account Executive	6	The Oklahoman	OAB, 32, 39, 40, 41 plus affiliated stations
Photojournalist	5	b-roll.net	OAB, 31, 32, 38
Producer	5	Tvjobs.com	OAB, 31
Photojournalist	5	Employee Referral	OAB, 31
Accounting Assistant	4	Temporary Employee	OAB, 32, plus affiliated stations
Total Interviewed	111		

List of recruitment source(s) used to fill the above vacancies, including address, contact person, and telephone number of each source. All Organizations noted with an asterisk “*” participate in the Oklahoma Association of Broadcasters (“OAB”) job posting program. KFOR-TV & KAUT-TV will submit job postings to the OAB and they are automatically distributed to all OAB job posting participants. This greatly expands our opportunity to reach a larger candidate pool.

	Organization	Contact	Address	E-mail	Telephone
1	American Broadcasting School*	Staci Cockrell, CEO, Job Placement	4511 SE 29th Street Oklahoma City, OK 73115	staci@radioschool.com	(405) 672-6511
2	Cameron University*	Jennifer Holland, Student Development	2800 W. Gore Lawton, OK 73505	jennifer@cameron.edu	
3	Cameron University*	Mark Norman, Communication	2800 W. Gore Lawton, OK 73505	markn@cameron.edu	(580) 581-2425

4	East Central University*	Donna Gough, Communication	Box S-68, 1100 E. 14 th St. Ada, OK 74820	dgough@mailclerk.ecok.edu	(580) 310-5598
5	Francis Tuttle Vo-Tech Center*	Mary Brundage, Career Planning	12777 N. Rockwell Oklahoma City, OK 73142	mbrundage@francistuttle.com	(405) 717-4277
6	Handicapped Concerns Office*	Marilyn Burr, Disability Program	2712 Villa Prom Oklahoma City, OK 73107	marilyn.burr@ohc.state.ok.us	(405) 521-3756
7	Metro Technology Centers*	Stephanie Bills, Student Services	1600 Springlake Drive Oklahoma City, OK 73111	sbills@metrotech.org	(405) 605-4441
8	Northeastern State University*	Gayle Anderson, Placement Services	705 N. Grand Avenue Tahlequah, OK 74464-7098	anderson@nsuok.edu	(918) 456-5111 x. 3110
9	Okla. Assn. of Black Journalists*	Charles Shepherd, News	17112 Sunny Hollow Rd. Edmond, OK 73003	cshepherd@hearst.com	
10	Oklahoma City University*	Lynette Martin Career Services	2501 N. Blackwelder Oklahoma City, OK 73106	lmartin@okcu.edu	(405) 521-5171
11	Oklahoma State University*	Tina Ahern, Career Services	360 Student Union Stillwater, OK 74078-0195	postajob@hireosugrads.com	(405) 744-3484
12	Oklahoma Office of Handicapped Concerns*	Peppi Boudreau, Career Services	2401 NW 23 rd , Suite 90 Oklahoma City, OK 73107	Peppi.boudreau@ohc.state.ok.us	(405) 521-3756
13	Oklahoma State University-OKC*	Gill Smith, Student Employment	900 N. Portland Oklahoma City, OK 73107	sgilber@osuokc.edu	(405) 945-8680
14	Oklahoma Wesleyan University*	Alice Cooper, General Office	2201 Silver Lake Road Bartlesville, OK 74006	acooper@okwu.edu	(918) 335-6249
15	Panhandle State University*	Christi Hale, Counseling & Career Services	PO Box 430 Goodwell, OK 73939-0430	allyssa@opsu.edu	(580) 349-1558
16	Resonance*	Nancy Weber, Careers	1608 South Elwood Ave Tulsa, OK 74119	nweber@resonancetulsa.org	(918) 587-3888
17	Rogers State University*	Cathy Coomer, KRSC-FM	1701 W. Will Rogers Blvd. Claremore, OK 74017	ccoomer@rsu.edu	(918) 343-7670
18	Southeastern Oklahoma State University*	Scott Hensley, Career Planning & Placement	1405 N. 4 th Avenue Durant, OK 74701-0609	placement@sosu.edu	(580) 745-2270
19	Southern Nazarene University*	Miriam Key, Career Placement	6729 NW 39 th Expressway Bethany, OK 73008	mrkey@snu.edu	(405) 491-6684
20	Southwestern Okla. State University*	Vanessa Baileys, Career Services	100 Campus Drive Weatherford, OK 73096	vanessa.baileys@swosu.edu	(850) 774-3233
21	Tulsa Community College*	Kelly Scalf, Counseling & Testing	3727 E. Apache Tulsa, OK 74115	kscalf@tulsacc.edu	(918) 595-7488
22	University of Central Oklahoma*	Career Services	100 University Blvd. Edmond, OK 73034	careers@ucok.edu	(405) 974-3346
23	University of Oklahoma*	Kathy Adams, Gaylord College & Journalism & Mass Comm.	860 Van Fleet Oval Norman, OK 73019	kadams@ou.edu	(405) 325-2721
24	University of Oklahoma*	Kathy Green Dana Rosengard Career Services	900 Asp Ave. Suite 323 Norman, OK 73019	oucs@ou.edu drosengard@ou.edu	(405) 325-1974
25	University of Tulsa*	Sherri Alexander, Career Services	600 S. College Tulsa, OK 74104	jobreferrals@utulsa.edu	(918) 631-2549
26	OAB Website*	Nancy Struby	6520 N. Western, Ste 104 Oklahoma City, OK 73116	struby@oabok.org	(405) 848-0771
27	Broadcasting & Cable	Customer Service	5700 Wilshire Blvd, Ste 120 Los Angeles, CA 90036	bcbcustserve@cdsfulfillment.com	(800) 357-4745
28	The Oklahoman (includes jobsok.com)	Local Newspaper	PO Box 25125 Oklahoma City, OK 73125	kpritchard@opubco.com	(405) 475-3311
29	KFOR.com	Ted Malave, Web Content/News Dept	444 E. Britton Road Oklahoma City, OK 73114	ted.malave@kfor.com	(405) 424-4444
30	ok4free.com	Ted Malave, Web Content/News Dept	444 E. Britton Road Oklahoma City, OK 73114	ted.malave@kfor.com	(405) 424-4444
31	TVjobs.com	Broadcast Employment Services	PO Box 4116 Oceanside, CA 92052	info@tvjobs.com	(800) 374-0119

32	Monster.com	Michael Head, Internet Recruitment Consultant	5 Clock Tower Place, Ste 500 Maynard, MA 01754	michael.head@monster.com	(317) 616-5493
33	Spots N Dots	Patrick Kelley Subscriptions, Classified Ad	600 West Peachtree St, NW Suite 350 Atlanta, GA 30308	Patrick@spotsndots.com	(607) 729-7295
34	Careerpage.com	Online Jobsite	2035 Telephone Rd Houston, TX 770023	dbiondi@broadcast.net rproctor@broadcast.net	(800) 977-2638
35	The Black Chronicle	Local Newspaper	PO Box 17498 Oklahoma City, OK 73136	www.blackchronicle.com	(405) 424-4695
36	Collegecentral.com	Online Jobsite	PO Box 4470 Stateline, NV 89449-4470	www.collegecentral.com	(800) 442-3614
37	TV Newsday	Kathy Haley, Industry Publication	238 Crosshil Rd Wynnewood, PA 19096	khaley@tvnewsday.com	(610) 649-7989
38	b-roll.net	Kevin Johnson	243 17 th St. SE Washington, DC 20003	info@b-roll.net	(202) 486-8842
39	Arkansas Democrat-Gazette	Marilyn Horne	PO Box 2221 Little Rock, AR 72203	mhorne@arkansasonline.com	(501) 378-3591
40	Urban Tulsa Weekly	Shannon O'Connell	PO Box 50499 Tulsa, OK 74110	soconnell@urbantulsa.com	(918) 592-5550
41	Tulsa World	Melissa Marshall	315 S. Boulder Ave. Tulsa, OK 74103	Melissa.marshall@tulsa-world.com	(918) 732-8140
42	Lostremote.com	jobs.lostremote.com/post	37 W 26 St, Ste 405 New York, NY 10010	eric@jobthread.com	

None of these sources requested to be on our recruitment list.

Local TV LLC Affiliated Stations

Source	Address	Contact Person	Telephone#
WREG-TV	803 Channel 3 Drive Memphis, TN 38103	Ron Walter, President & GM	(901) 543-2103
KFOR-TV	444 E. Britton Road Oklahoma City, OK 73114	Jim Boyer, President & GM	(405) 478-6201
KFSM-TV	318 North 13 th Street Fort Smith, AR 72901	Van Comer, President & GM & Debby Etzkorn, Exec. Assistant	(479) 785-5080
WHNT-TV	200 Holmes Ave. Huntsville, AL 35801	Stan Pylant, President & GM & Nonda Sloan, VP/Controller	(256) 536-6868 (256) 535-9215
WTKR-TV/wtkr.com	720 Boush Street Norfolk, VA 23510	Dave Burnell, President & GM	(757) 446-1343
WQAD-TV	3003 Park 16 th Street Moline, IL 61265	Dale Woods, President & GM & Kim Hartman, Exec. Assistant	(309) 736-3201
WNEP-TV	16 Montage Mountain Rd. Moosic, PA 18507	C. Lou Kirchen, President & GM	(570) 207-2497
WHO-TV	1801 Grand Ave. Des Moines, IA 50309	Dale Woods, President & GM	(515) 242-3701

List of the total number of interviewees referred by each recruitment source:

Source	Total Number Interviewed
Affiliated Stations	1
b-roll.net	2
Employee	6
Employee Referral	31
Former Intern/Employee	4
KFOR.com	7
KOKH Referral	1
KXAS Referral	2
www.lostremote.com	1
www.monster.com	13
OAB	4
Self-Submission	6
Rose State College Job Fair	2
Temporary Employee	1
The Oklahoman (includes jobsok.com)	10
TVJobs.com	20
Total	111

Station Outreach Initiatives

Undergraduate Internship: The KFOR-TV Internship Program is designed to supplement college classroom lessons with hands-on experience in television news, production, and promotions/marketing. The program is offered to students who have completed their sophomore year of college, and will receive credit from the college or university for the internship. Students are recruited directly from all of the local colleges and universities, as well as through the Internship Bible, a national listing of internship opportunities across the country. Students can also log on to our website, kfor.com, for information about the internship program.

Listed below are the local colleges and universities from which we recruit:

Cameron University
 East Central University
 Northwestern Oklahoma State University
 Oklahoma State University
 Southwestern Oklahoma State University
 University of Central Oklahoma
 University of Oklahoma

During the Spring Semester 2007, we had 2 participants. For the Summer 2007 program we had 4 participants and for the Fall 2007 Semester, we had 1 participant.

Job Fairs:

- **Oklahoma City MLK Coalition:** In March, one of KFOR/KAUT hiring managers participated in the Martin Luther King Job Fair. The hiring manager discussed television broadcasting internships for college students while hosting a booth at the job fair.
- **Rose State College Fall 2007 Career Fair:** In September, the KFOR-TV's News Director participated in a job fair at a local college, Rose State College. The News Director discussed

current openings at the station, the college intern program, and broadcasting careers overall with the students in attendance.

Meeting with Recruitment Source: In September, the KFOR-TV/KAUT-TV's Promotions Director was invited by Donna Gough at East Central University to discuss KFOR-TV internship opportunities and how to recruit more students from ECU for our internships and job openings for graduates.

Listing of Vacancies: The KFOR-TV and KAUT-TV employment unit listed each abovementioned openings in the job bank of the Oklahoma Association of Broadcasters, media trade group whose memberships include substantial participation by women and minorities. The hiring unit actively participates in the Oklahoma Association of Broadcasters on a year-round basis.