

Tyler Broadcasting Corporation
January 2016
Annual EEO Public File Report for Stations

The purpose of this EEO Public Report ("Report") is to comply with the Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of Tyler Broadcasting Corporation, the Station Employment Unit (SEU) comprised of the following stations:

KJKE-FM	Newcastle, OK	Id # 50168
KEBC-AM	Del City, OK	Id # 6747
KTUZ-FM	Okarche, OK	Id# 14762
KMGL-FM	Oklahoma City, Ok	Id# 55708
KRXO-FM	Oklahoma City, OK	Id# 16851
KOMA-FM	Oklahoma City, OK	Id# 72469
KOKC-AM	Oklahoma City, OK	Id# 73981
KTUZ-TV	Shawnee, OK	Id# 77480
KUOK-TV	Woodward, OK	Id# 86532
KUTU-CD	Tulsa, OK	Id# 31369
KOCY-LP	Oklahoma City, OK	Id# 36850
KUOK-CD	Oklahoma City, OK	Id# 14885
KTUZ-AM	Claremore, OK	Id# 50215
KZLI AM	Catoosa, OK	Id# 59978
FM Trslr 96.5	K243BJ, Oklahoma City, OK	Id# 139283
FM Trslr 92.9	K225BN, Oklahoma City, OK	Id# 139270
FM Trstr 104.5	K283BW, Oklahoma City, OK	Id# 145901
FM Trslr 103.1	K276EX, Oklahoma City, OK	Id# 145396
FM Trslr 96.9	K245BZ, Tulsa, OK	id# 158270
FM Trslr 107.9	K300CY, Broken Arrow, OK	id# 157502

This report is required to be in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning January 22nd, 2015, to and including January 21st, 2016, (the "Applicable Period"). The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the STU during the applicable period.
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hire accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by email.

Appendix I Vacancy Information
Appendix II Recruitment Source Information
Appendix III Supplemental (Non-vacancy specific) Recruitment Activities Undertaken

Appendix I

**Tyler Broadcasting Corporation
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KJKE, KEBC, KTUZ FM, KMGL ,KRXO, KOMA ,KOKC, KTUZ TV, KUOK TV, KUTU CD,
KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX, K245BZ, K300CY**

Covering the period from January 22nd, 2015, to and including January 21st, 2016

Vacancy Information

<u>Full-time Positions Filled</u>	<u>Recruitment Source of Hire</u>	<u>Total Number of Interviewees from all sources for this Position.</u>
1. Engineer	OAB	2
2. Engineer	Promotion/Personal Referral	Included in 1
3. News Director TV	Spanish Radio/TV Ads	1
4. On-Air Talent	English Radio Ads	8
5. On-Air Talent	Spanish Radio/TV Ads	Included in 4
6. On-Air Talent	English Radio Ads	Included in 4
7. On-Air Talent	Promotion/Personal Referral	Included in 4
8. On-Air Talent	Promotion/Personal Referral	Included in 4
9. Production TV	Spanish Radio/TV Ads	1
10. Reporter	Job Fair	8
11. Reporter	Spanish Radio/TV Ads	Included in 10.
12. Reporter	Spanish Radio/TV Ads	Included in 10.
13. Reporter	Spanish Radio/TV Ads	Included in 10.
14. Reporter	Spanish Radio/TV Ads	Included in 10.
15. Sales	English Radio Ads	18
16. Sales	English Radio Ads	Included in 15.
17. Sales	English Radio Ads	Included in 15.
18. Sales	Spanish Radio/TV Ads	Included in 15.
19. Sales	Spanish Radio/TV Ads	Included in 15.
20. Sales	Spanish Radio/TV Ads	Included in 15.
21. Sales	OAB	Included in 15.
22. Sales	OAB	Included in 15.
23. Sales	OAB	Included in 15.
24. Sales	OAB	Included in 15.
25. Sales Assistant	English Radio Ads	2
26. Sales Assistant	Promotion/Personal Referral	Included in 25.
27. Sales Manager	Promotion/Personal Referral	1
28. Traffic	English Radio Ads	6

Appendix II

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Recruitment Source Information

<u>Recruitment Source Used</u>	<u>Total Number of Interviewees This Source Provided During This Period</u>	<u>Full Time Positions Filled From This Source</u>
Name: The Oklahoma Association Of Broadcasters (OAB) Address: 6520 N. Western, Oklahoma City, OK 73116 Contact: Carl Smith, by Website WWWOABOK.ORG	11	5
Name: Internal Promotion or Professional Referral Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri	5	5
Name: On Air English Language Radio Ads Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri Station: KJKE, KMGL, KOMA, KRXO, KOKC Website: WWW.tylermedia.com	10	7
NAME: HISPANIC JOB FAIR/ EXPO Hispanic Chamber of Commerce Address: 3321 S. Western, Oklahoma City, OK 73109 Contact: Armando Rubio, 405-631-4421	11	1

Appendix II (cont.)

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KJKE, KEBC, KTUZ FM, KMGL, KRXO, KOMA, KOKC, KTUZ TV, KUOK TV, KUTU CD,
KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX, K245BZ, K300CY

Recruitment Source Information

<u>Recruitment Source Used</u>	<u>Total Number of Interviewees This Source Provided During This Period</u>	<u>Full Time Positions Filled From This Source</u>
Name: On Air Spanish Language Radio and TV Ads KTUZ-TV KUOK-TV, KUTU-TV, KTUZ FM, KTUZ AM, Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Robert DeNegri Website: WWW.unidosok.com	17	10

Appendix III

Tyler Broadcasting Corporation January 2016

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KOCY LP, KUOK CD, KTUZ AM, KZLI, K243BJ, K225BN, K283BW, K276EX, K245BZ, K300CY

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the SEU

Listing of upper level jobs with groups whose membership includes substantial participation of women and minorities

In an attempt to insure minority applicants are reached, job openings are advertised on Spanish language stations, in both the Oklahoma City, and Tulsa DMAs, and on English owned radio stations serving the Oklahoma City DMA. In addition, job openings are continuously posted on Oklahoma Association of Broadcasters web site. These advertising vehicles have proven to be very effective: 25% of full time positions were filled with women; 57% of full time positions were filled with minorities; total woman and minority hires represent 68% of full time positions covered by this report. Tyler Broadcasting Corporation is located in an area of Oklahoma City that has a high Hispanic population, and owns several stations that are Spanish language broadcast stations.

Intern program

Tyler Broadcasting Corporation's intern program, which was started in 1993, consists of hiring college age students that have an interest in journalism, or marketing. These internships are part of a formal educational process that includes correspondence and certification by the institution of higher learning in which the Intern is enrolled. These individuals assist management with their daily tasks. These interns have, and continue to assist staff in programming, engineering, promotion and sales.

Some specific intern duties include: assisting engineering with setting up remote broadcast, assisting with the development of programs, television commercial production, assisting in promotional campaigns, and assisting with the preparation of sales materials. Since the program's inception, several interns have moved into full or part-time positions with the company.

Greater Oklahoma City Hispanic Chamber of Commerce Job Fair

In January 2015 Tyler Media helped sponsor The Greater Oklahoma City Hispanic Chamber of Commerce "Who's Hiring Now" Job Fair.. The event attracted hundreds of job seekers. Tyler Broadcasting Corporation staffed a booth at which applications were received and information regarding our careers in broadcasting were distributed. Other vendors included Oklahoma Department of Corrections, Credit Unions, Fast Food vendors, and Construction Companies. Tyler Media supported the event with on-air advertising.

Greater Oklahoma City Hispanic Chamber of Commerce Job Fair

In June 2015 Tyler Media helped sponsor the Hispanic Chamber of Commerce job Fair. Tyler Broadcasting Corporation staffed a booth at which applications were received and information regarding our careers in broadcasting were distributed. Other vendors included grocery stores, financial institutions, and Construction Companies. Tyler Media supported the event with on-air advertising.

Hispanic Business Expo

In July 2015 the Oklahoma State Fair Grounds in Oklahoma City, was the site of The Hispanic Business Expo that attracted an estimated 4200 attendees. Employees from Tyler Broadcasting Corporation stations worked booths to distribute applications, and discuss careers in broadcasting. Vendors included credit unions, Oklahoma City Public Schools, colleges, construction firms, restaurants, hotels, and grocery stores.

Tulsa Univision Sponsors Tulsa Chamber of Commerce Job Fair

August 2015 Tyler Broadcasting hosted a Tulsa Hispanic Chamber Business & Consumer Expo/Career Fair. Tyler Broadcasting station personnel were present at the Univision booth to encourage attendees to complete application and to answer any questions regarding broadcast careers. Participants included Tulsa Police Department, colleges, banks, and wireless phone companies.

Station Tours

Tyler Broadcasting Corporation routinely hosts youth groups such as the cub scouts, girl scouts, boy scouts, and high school students enrolled in Oklahoma History courses for tours of our radio and television facilities. Station personnel and management is available for questions and answer sessions. These tours expose the youth in our community to the broadcasting industry and potential career choices that are available in radio and television.