

Tyler Broadcasting Corporation
January 2009
Annual EEO Public File Report For Stations

KKNG-FM, KOCY-AM, KOJK-FM, KTLR-AM, KTUZ-FM, KTUZ-TV

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:

KKNG-FM	Newcastle, OK	Id # 50168
KOCY-AM	Del City, OK	Id # 6747
KOJK-FM	Blanchard, OK	Id# 73947
KTLR-AM	Oklahoma City, OK	Id# 59366
KTUZ-FM	Okarche, OK	Id# 14762
KTUZ-TV	Shawnee, OK	Id# 77480
FM Translator K243BJ	Oklahoma City, OK	Id# 139283

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, 2008, to and including January 21st, 2009, (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

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Covering the period from January 22nd, 2008, to and including January 21st, 2009

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. T-30 Sales Executive	T-30 (on-air promotion)	12
2. T-30 Sales Executive	T-30 (on-air promotion)	Included in position 1
3. T-30 Sales Executive	T-30 (on-air promotion)	Included in position 1
4. T-30 Sales Executive	Job Fair	Included in position 1
5. Engineer	OAB	1
6. Radio Sales Executive	KTUZ (Website & on-air promotion)	10
7. Radio Sales Executive	KTUZ (Website & on-air promotion)	Included in position 6.
8. Radio Sales Executive	KTUZ (Website & on-air promotion)	Included in position 6.
9. Radio Sales Executive	KOJK (Website & on-air promotion)	Included in position 6.
10. Traffic Clerk	KKNG (Website & on-air promotion)	3
11. Traffic Clerk	KKNG (Website & on-air promotion)	Included in position 10.
12. TV Program/Reporter	T-30 (on-air promotion)	2
13. TV Program/Reporter	T-30 (on-air promotion)	Included in position 12.
14. Promotion Manager	KKNG (Website & on-air promotion)	1

Appendix II

**Tyler Broadcasting Corporation
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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 Address: 6520 N. Western, Oklahoma City, OK 73116 Contact: Carl Smith, by Website WWWOABOK.ORG	5	1
Name: Oklahoma University Address: Career Planning and Placement, 900 Asp, Norman, OK 73019 Contact: Attn: Job Openings, by mail	0	0
Name: University of Central Oklahoma Address: 100 N. University Dr., Edmond, OK 73034 Contact: Attn: Job Placement, by mail	0	0
Name: Oklahoma State University Address: www.hireosugrads.com	0	0
Name: Oklahoma Job Link Address: www.oklshomsjoblink.com	1	0

Appendix II (cont.)

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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: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Website: WWW.KKNG.COM	3	3
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Website: WWW.KTUZ.COM	4	3
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Station: T-30 Telemundo	8	5
Name: Tyler Broadcasting Corporation Address: 5101 S. Shields, Oklahoma City, OK 73129 Contact: Gena Green Website: WWW.JACKOKC.com	3	1

Appendix III

Tyler Broadcasting Corporation January 2009 Annual EEO Public File Report For Stations KKNG-FM, KOCY-AM, KTLR-AM, KOJK-FM, KTUZ-FM, KTUZ-TV

Covering the period from January 22, 2008, to and including January 21, 2009.

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

Intern program

Tyler Broadcasting Corporation's intern program, which was started in 1993, consists of hiring high school and college students who are interested in broadcasting to assist station personal with their daily responsibilities. These interns have, and continue to assist Tyler Broadcasting Corporation staff in programming, engineering, promotion and sales.

Some specific intern duties include: assisting engineering with setting up remote broadcast, working with on-air staff to develop programs; assisting in the station's promotional campaigns; and assisting sales department with sales materials. Since the programs inception, several interns have moved into full or part-time positions with the company.

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

During the period covered by this report, full time job openings are advertised on our station websites, and in over the air advertisements on our stations. Due to the continued growth of KTUZ-FM Spanish radio and KTUZ-TV (T30 Telemundo) Spanish television, attracting applicants with bilingual skills (Spanish and English) was and remains a high priority. In an attempt to insure minority applicants are reached, job openings are advertised on KTUZ-FM, Tyler Broadcasting's 24 hour, Spanish language radio station, and T-30 Telemundo television. This advertising vehicle continues to be very effective in reaching women and minorities, as 57% of hires covered by this report were Hispanic, and 57% of full time positions were filled by women.

Sponsor and Host Job Fair

In April 2008 and November 2008 Tyler Broadcasting Corporation sponsored a Hispanic Job Fair at Oklahoma City Community Collage. Staff from KTUZ-FM and KTUZ-TV were on site to promote broadcasting careers, translate in Spanish, and distribute applications. The event has grown since the company started it in 2004 and now attracts more than 3,000 job seekers. Participants included representatives from companies in the communication, banking, insurance, education, automotive, and dining industries.

Participation in Job Fair

In October 2008 Sales Managers participated in a career fair at the University of Oklahoma. Tyler Broadcasting Corporation employees were available for consultation on career opportunities in broadcasting and encouraged visitors to complete employment applications.

Hispanic Business Expo

In July 2008 Tyler Broadcasting Corporation participated in the Hispanic Chamber of Commerce Expo held at the Oklahoma State Fairgrounds. Employees were available for consultation on career opportunities in broadcasting (both radio and television), and encouraged Expo attendees to complete employment applications.