

EEO PUBLIC FILE REPORT

FOR

KTEN-TV

This EEO Public File Report
February 1, 2025 to January 31, 2026

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, 2026 (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.

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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)
Broadcast IT Manager	2	18	1-16, 18
Director of Sales/Station	2	17	1-17
Account Executive	2	13	1-16
Reporter/Producer (Part time move to FT June 2025)+	4	17	1-17
Reporter/Producer+	4	17	1-17
Reporter/Producer+	4	17	1-17, 19
Production Assistant	5	13	1-17, 20
Reporter/Producer	4	19	1-16, 19
Production Assistant+	5	13	1-17, 21
Production Assistant+	5	17	1-17, 21
Master Control Operator	2	13	1-16
Production Assistant	2	13	1-16
Sports Anchor/Reporter	3	19	1-16, 19

Total number of persons interviewed during the Reporting Period: **44**

+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	23	No
14	0	No
15	0	No
16	0	No
17	15	No
18	1	No
19	3	No
20	2	No
21	0	No

* Note: The above table reflects information for the 44 interviewees who provided referral source information.

RECRUITMENT SOURCES

Source

1. Cameron University, 2800 West Core, Lawton, OK 73505 Steve Adams - 580-581-2211
2. Chickasaw Nation Administration, PO Box 1548, Ada, OK 74821 Haley Ralls – 580-436-2603
3. East Central University, 1100 E 14th St., Ada, OK 74820 Dr. Donna Gough - 580-332-3388
4. NWOSU, 709 Oklahoma 14, Alva, OK 73717 Jesse Shroeder - 580-327-8599
5. Oklahoma State University, School of Journalism Broadcasting, 206 Paul Miller, Stillwater, OK 74078 Jack Hodgson – 405-744-5000
6. Rogers University, 1701 W Will Rodgers Blvd, Claremore, OK 74017 Cathie Coomer – 918-343-7777
7. Sherman Business & Professional Women, PO Box 1124, Sherman, TX 75091 Jackie Tomlinson
8. University of North Texas, PO Box 310589, Denton, TX 76203 Christine Paswan – 940-565-2000
9. University of Oklahoma, 900 Asp Ave #323, Norman, OK 73019 Heather Spencer – 405-325-0311
10. University of Central Oklahoma, 100 N. University Drive Box 196, Edmond, OK 73034 Jeff Hagy – 405-974-2000
11. Workforce Texoma, 2415 S Austin Street Ste 105, Denison, TX 75020 Jeremy Burke - 903-463-9997
12. Howard Payne University, 1000 Fisk Street, Brownwood, TX 76801, Dr. Jennifer McNiece
13. KTEN-TV website, <http://www.kten.com/>
14. Texas Association of Broadcasters, <http://www.TAB.org>
15. Oklahoma Association of Broadcasters <http://www.OABOK.org>
16. TV Jobs www.tvjobs.com
17. Internal Referral
18. Rehire
19. KTEN internship
20. External Referral
21. KTEN On Air Announcements 10 High Point Circle, Denison, TX 75020 Dave Tillery 903-548-4000

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 21, 2025: The News Director attended a career event at the University of North Texas.
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">The station hosted a news intern from Texas Christian University from May 14, 2025, to June 4, 2025. The intern learned news production and reporting.The station hosted a news intern from Oklahoma University from May 19, 2025, to August 11, 2025. The intern learned news production and reporting.The station hosted a news intern from University of North Texas from May 20, 2025, to August 6, 2025. The intern learned news production and reporting.The station hosted a news intern from University of North Texas from May 26, 2025, to September 1, 2025. The intern learned news production and reporting.The station hosted a news intern from Oklahoma University from June 2, 2025, to July 23, 2025. The intern learned news production and reporting.The station hosted a news intern from University of North Texas from June 10, 2025, to July 29, 2025. The intern learned news production and reporting.The station hosted a news intern from Oklahoma University from June 12, 2025, to August 15, 2025. The intern learned news production and reporting.The station hosted a news intern from Oklahoma University from December 23, 2025, to January 15, 2026. The intern learned news production and reporting.
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"> • February 20-21, 2025: The Corporate Director of News and the Director of Digital created an Intellectual Property Seminar for the news stations. The seminar discussed copyrighted material along with legal and illegal uses. The News Producers, Anchors, Multi Media Journalists and News Director and Digital Producers attended. • February 26-27, 2025: The Sales staff and General Manager attended training with VICI to learn about their digital products and how to market those products. • March 5, 2025: The Sales staff attended training with VICI to learn about how to target audiences. • March 12, 2025: The Sales staff attended training with VICI to learn about how to help companies use digital for recruitment. • March 19, 2025: The Sales staff attended training with VICI to learn about how B2B sales process is different from B2C. • March 26, 2025: The Sales staff attended training with VICI to learn about how to run social mirroring campaigns. • April 2, 2025: The Sales staff attended training with VICI to learn about how to effectively use OTT campaigns along with YouTube. • March 12, 2025: The Sales staff attended training with VICI to learn about how to target to Home Services industries. • April 22-23, 2025. The Sales staff participated in digital sales training with VICI and the Corporate Director of Digital Sales. This training covered digital products available for sellers and how to best close the deal. • June 25, 2025: The Sales staff participated in digital sales training with VICI. This training educated its participants on YouTube sales options. • July 8, 2025: An Account Executive attended training with the Texas Association of Broadcasters. This training discussed items such as how to strengthen the sales pipeline and how to manage a sales schedule to optimize sales. • July 23, 2025: The Sales staff participated in digital sales training with VICI. This training educated its participants on social mirror ads. • September 9, 2025. An Account Executive attended a webinar presented by the Texas Association of Broadcasters. This webinar discussed why AI will not replace selling and how to use AI as a tool. • September 17, 2025: The Sales staff participated in digital sales training with VICI. This training presented the stages of expectation management and how to manage goals versus budget versus reach and results. • September 23, 2025. The News Directed attended a webinar presented by the Texas Association of Broadcasters. This webinar discussed how news rooms can utilize AI in editing and adjusting coloring and audio.
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8 cont.		<ul style="list-style-type: none"> October 7, 2025: The Sales staff participated in digital sales training with Lockwood Broadcast Group's Corporate Director of Digital Sales. This training presented strategies to focus and close deals.
10	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<ul style="list-style-type: none"> March 6, 2025: The News Director attended a Career Day with the University of Oklahoma where he spoke to individual students in their journalism program about their career goals and what it takes to work in broadcast.

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.