EEO PUBLIC FILE REPORT

FOR

KOCO-TV

This EEO Public File Report
Covers the One-Year Period
Ending on January 31, 2018
EEO Annual Public File Report

KOCO-TV

This EEO Public File Report is filed in Station KOCO-TV’s public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission’s EEO Rule.

The information contained in this Report covers the one year time period ending January 31, 2018 (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 full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;

* The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and

* The total number of persons interviewed for each recruiting source over the Reporting Period.

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 Sandy Brenneis, Business Manager, 405-478-3000.

* * * * *
### KOCO-TV
### EEO PUBLIC FILE REPORT
#### February 1, 2017 - January 31, 2018

#### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director</td>
<td>2-4, 6-9, 11-12, 15, 17, 21, 23-26, 28-44</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 12/13/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/3/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>2-10, 12, 15, 17-19, 21-26, 28-44</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 12/22/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/13/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>2-10, 12, 15, 17-19, 21-26, 28-44</td>
<td>22</td>
</tr>
<tr>
<td>Open Date: 12/22/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/10/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-10, 12, 14-15, 17, 19, 21, 23-44</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 12/28/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/22/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-10, 12, 14-15, 17, 19, 21, 23-44</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 12/28/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/15/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-10, 12, 14-15, 17, 19, 21, 23-44</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 12/28/2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 3/13/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-4, 6-10, 12, 15, 17, 21-26, 28-44</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 1/27/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/5/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local Sales Assistant</td>
<td>1-10, 12, 15, 17, 19, 21, 23-26, 28-45</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 2/2/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/17/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1-4, 6-10, 12-13, 15, 17, 21, 23-26, 28-43</td>
<td>13</td>
</tr>
<tr>
<td>Open Date: 2/10/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/24/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>2-12, 15, 17-19, 21, 23-26, 28-44</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 2/16/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/10/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operations Technician</td>
<td>2-10, 12, 15, 17-19, 21, 23-26, 28-44</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 3/30/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/21/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master Control Ops Technician</td>
<td>2-12, 15, 17, 19, 21, 23-26, 28-44</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 4/4/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/30/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>2-10, 12, 14-15, 17-21, 23-26, 28-44</td>
<td>20</td>
</tr>
<tr>
<td>Open Date: 4/11/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/22/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anchor/Reporter</td>
<td>2-10, 12, 14-15, 17, 19, 21, 23-26, 28-44</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 4/20/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/12/2017</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reporter/Anchor</td>
<td>2-10, 12, 15-17, 19, 21, 23-26, 28-44</td>
<td>16</td>
</tr>
<tr>
<td>Open Date: 4/27/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/21/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital Client Specialist</td>
<td>1-10, 12, 14-15, 17-19, 21, 23-26, 28-44</td>
<td>18</td>
</tr>
<tr>
<td>Open Date: 6/20/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/11/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Photographer/Editor</td>
<td>2-10, 12, 15, 17, 19, 21, 23-26, 28-44</td>
<td>33</td>
</tr>
<tr>
<td>Open Date: 8/22/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/5/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>2-12, 15, 17, 19, 21, 23-26, 28-44</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 10/18/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 11/12/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>2-10, 12, 15, 17, 19, 21, 23-26, 28-44</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 11/15/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 1/16/2018</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRS L")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | 602 Communications  
4349 E. Colter Str.  
Phoenix, Arizona 85018  
Phone: 602-954-8373  
Email: slizik@602communications.com  
Sandy Lizik | N | 0 |
| 2         | AAJA  
5th 3rd Street Suite 1108  
San Francisco, California 94103  
Phone: 415-346-2051  
Career Services  
Manual Posting | N | 0 |
| 3         | American Broadcasting School  
4511 SE 29th Street  
Oklahoma City, Oklahoma 73115  
Phone: 405-672-6511  
URL: http://radioschool.com/contactus.htm  
Email: stevie@radioschool.com  
Fax: 1-405-672-7751  
Career Services | Y | 0 |
| 4         | ANEW Job and Career Placement Services  
630 N. Bath Ave.  
Oklahoma City, Oklahoma 73117  
Phone: 405-973-6965  
Email: sarafiaf@yahoo.com  
Career Services | Y | 0 |
| 5         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone: 253-680-7761  
Email: kwitkoe@bates.ctc.edu  
Ken Witkoe | N | 0 |
| 6         | Bureau of Indian Affairs  
P. O. Box 309  
Anadarko, Oklahoma 73005  
Phone: 405-247-6677  
URL: http://www.bia.gov/groups/webteam/documents/intera  
Email: ilcpa@bia.gov  
Fax: 1-405-247-3942  
Dan Deerinwater | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 7         | Cameron University  
2800 West Gore Blvd  
Lawton, Oklahoma 73505  
Phone: 501-378-3400  
Career Services  
Manual Posting | Y                                                 | 0                                                      |
| 8         | Careers.HearstTelevision.com  
214 N. Tryon St  
Charlotte, North Carolina 28202  
Url: http://careers.hearsttelevision.com/  
Email: HTV.Careers@hearst.com  
HTV Careers | N                                                 | 22                                                     |
| 9         | Collective Talent  
1721 Richardson Place  
Tampa, Florida 33606  
Phone: 813-254-9695  
Url: http://www.collectivetalent.com/  
Email: bille@michaelsmedia.com  
Michael Bille | N                                                 | 0                                                      |
| 10        | Columbia University  
2950 Broadway  
New York, New York 10027  
Phone: 212-954-4922  
Ernest Sotomayor  
Manual Posting | N                                                 | 0                                                      |
| 11        | Current Employee                                                                 | N                                                 | 4                                                      |
| 12        | Dale Rogers Training Center  
2501 N. Utah Ave.  
Oklahoma City, Oklahoma 73107  
Phone: 405-946-4489  
Url: http://www.drtc.org/contact_us.htm  
Email: dalerogers@drtc.org  
Fax: 1-405-943-9710  
Career Services | N                                                 | 0                                                      |
| 13        | Dolan Media Management  
3 North Court St  
Frederick, Maryland 21701  
Phone: 301-668-1511  
Career Services  
Manual Posting | N                                                 | 3                                                      |
| 14        | Employee Referral                                                             | N                                                 | 7                                                      |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 15        | EqualityMagazines.com  
1335 Riverside Dr. #514  
Sherman Oaks, California 91423  
Phone: 818.654.0870  
Jeff Palmatier  
Manual Posting | N | 0 |
| 16        | Former Employee | N | 1 |
| 17        | Francis Tuttle Vo-Tech  
12777 N. Rockwell Ave.  
Oklahoma City, Oklahoma 73142  
Phone: 405-717-4195  
Url: http://www.francistuttle.edu/careerServices/default  
Kathy Hart  
Manual Posting | Y | 0 |
| 18        | Indeed.com  
17764 Broad Street  
Stanford, Connecticut  
Phone:  
Url: www.indeed.com  
Career Services  
Manual Posting | N | 8 |
| 19        | International Association of Administrative Professionals  
300 Johnny Bench Drive  
Oklahoma City, Oklahoma 73101  
Phone: 405-831-8943  
Url: http://www.iaap-oklahomacity.org/IAAPHQ/OklahomaCi  
Email: tammy.ash@sonicdrivein.com  
Fax: 1-816-891-9118  
Tammy Ash | N | 0 |
| 20        | Internship Program | N | 1 |
| 21        | Langston University  
216 Sanford Hall  
Langston, Oklahoma 73050  
Phone: 405-272-04731  
Url: http://www.lunet.edu/  
Email: jawallace@lunet.edu  
Fax: 1-405-466-2976  
James A. Wallace | Y | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>LinkedIn&lt;br&gt;2029 Stierlin Cy&lt;br&gt;Mountain View, California 94043&lt;br&gt;Phone: 650-687-3600&lt;br&gt;Url: <a href="https://www.linkedin.com/job">https://www.linkedin.com/job</a> Career Services Manual Posting</td>
<td>N</td>
<td>9</td>
</tr>
<tr>
<td>23</td>
<td>Medialine&lt;br&gt;P. O. Box 51909&lt;br&gt;Pacific Grove, California 93950&lt;br&gt;Phone: 800-237-8073&lt;br&gt;Url: <a href="http://www.medialine.com/jobsubmit.htm">http://www.medialine.com/jobsubmit.htm</a> Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>Metro Tech&lt;br&gt;1900 Springlake Drive&lt;br&gt;Oklahoma City, Oklahoma 73111&lt;br&gt;Phone: 405-595-4804&lt;br&gt;Url: <a href="http://www.metrotech.edu/student_services/student">http://www.metrotech.edu/student_services/student</a>_ Email: <a href="mailto:aaron.walker@metrotech.edu">aaron.walker@metrotech.edu</a> Fax: 1-405-424-4010 Aaron Walker</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>Moore-Norman Technical Center&lt;br&gt;4701 12th Avenue NW&lt;br&gt;Norman, Oklahoma 73069&lt;br&gt;Phone: 405-364-5763&lt;br&gt;Url: <a href="http://mntechology.com/student-resources/employment">http://mntechology.com/student-resources/employment</a> Email: <a href="mailto:employymntc@mntechology.com">employymntc@mntechology.com</a> Fax: 1-405-360-9989 Jana Cline</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>Non-Employee Referral</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 28        | Oklahoma Association of Broadcasters  
6520 N. Western Ste. 104  
Oklahoma City, Oklahoma 73116  
Phone : 405-848-0771  
Email : sundholm@oabok.org  
Susan Sundholm | N | 0 |
| 29        | Oklahoma City Community College  
7777 South May Avenue  
Oklahoma City, Oklahoma 73159  
Phone : 405-682-7519  
Url : http://www.collegecentral.com/occc/  
Career Services  
Manual Posting | N | 0 |
| 30        | Oklahoma City University  
2501 N. Blackwelder  
Oklahoma City, Oklahoma 73106  
Phone : 405-208-5171  
Url : http://www.okcu.edu/services/career/  
Josh Waddell  
Manual Posting | N | 0 |
| 31        | Oklahoma State Employment Security Commission  
PO Box 52003  
Oklahoma City, Oklahoma 73152  
Phone : 405-557-7100  
Url : http://www.ok.gov/oesc_web/  
Career Services  
Manual Posting | N | 0 |
| 32        | Oklahoma State University  
360 Student Union  
Stillwater, Oklahoma 74078  
Phone : 405-744-5253  
Url : http://www.hireosugrads.com/2/Home.aspx  
Philip Goodwin  
Manual Posting | N | 0 |
| 33        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone : 5136835020  
Robert Walker  
Manual Posting | N | 1 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 34        | Rose State College  
6420 SE 15th Street  
Midwest City, Oklahoma 73110  
Phone: 405-733-7488  
Url: http://www.rose.edu/students/stuserv/career.asp  
Email: careercoach@rose.edu  
Fax: 1-405-733-7586  
C Freeman | N | 0 |
| 35        | Southern Nazarene University  
6729 NW 39th Expy  
Bethany, Oklahoma 73008  
Phone: 405-717-6296  
Url: http://www.snu.edu/career-counseling  
Email: career@snu.edu  
Fax: 1-405-717-6286  
Career Services | N | 0 |
| 36        | Southwestern Oklahoma State University  
100 Campus Drive  
Weatherford, Oklahoma 73096  
Phone: 580-774-3233  
Url: http://www.swosu.edu/careers/  
Tiffany Hawkins  
Manual Posting | N | 0 |
| 37        | Texas A&M University  
230 Reed McDonald  
College Station, Texas 77843  
Phone: 979-845-5139  
Url: http://careercenter.tamu.edu/  
Paula Moses  
Manual Posting | N | 0 |
| 38        | TVB  
120 Wall Street, 15th Floor  
New York, New York 10005  
Phone: 212-1-935-5631  
Career Services  
Manual Posting | N | 0 |
| 39        | TVJobs.com  
P. O. Box 4116  
Oceanside, California 92052  
Phone: 760-754-8177  
Url: http://www.tvjobs.com/cgi-bin/jobs2/users/login.cg  
Career Services  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSIL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 40        | University of Central Oklahoma  
100 North University Drive  
Edmond, Oklahoma 73034  
Phone: 405-974-3346  
Url: http://broncho2.uco.edu/careers/  
Beth Adele  
Manual Posting | N | 0 |
| 41        | University of Nebraska  
147 Andersen Hall  
Lincoln, Nebraska 68588-0131  
Phone: 402-472-5768  
Url: unl.edu  
Email: ralloway1@unl.edu  
Fax: 402-472-8403  
Rick Alloway | N | 0 |
| 42        | University of Oklahoma  
900 Asp Avenue  
Norman, Oklahoma 73019  
Phone: 405-325-1974  
Url: http://www.ou.edu/career/  
Bette Scott  
Manual Posting | Y | 0 |
| 43        | Urban League  
3900 N. Martin Luther King  
Oklahoma City, Oklahoma 73111  
Phone: 405-424-5243  
Url: http://www.urbanleagueok.org/jobsandtraining.htm  
Email: jsimpson@urbanleagueok.org  
Fax: 405-424-3382  
Jermaine Simpson | Y | 0 |
| 44        | Vatterott College  
3737 N. Portland  
Oklahoma City, Oklahoma 73112  
Phone: 405-945-0088  
Url: http://www.vatterott-college.info/index.php  
Career Services  
Manual Posting | N | 0 |
| 45        | Word of Mouth Referral | N | 1 |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 58
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>2/1/2017</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>The station lists all upper-level vacancies with the Oklahoma Media Group and the Oklahoma Association of Broadcasters (who pass through the listings to a number of organizations whose membership include substantial numbers of women and minorities).</td>
<td>4</td>
<td>News Director General Sales Manager Director of Engineering Creative Services Manager</td>
</tr>
<tr>
<td>2/1/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>During the Spring 2017 academic term, the station sponsored 11 interns who received college credit for their internships. The students worked in News, Engineering and Creative Services.</td>
<td>3</td>
<td>News Director Creative Services Manager Director of Engineering</td>
</tr>
<tr>
<td>3/30/2017</td>
<td>Participation in Job Fairs</td>
<td>OAB (Oklahoma Association of Broadcasters) Education Foundation's Student Day Career Fair. 157 students from colleges throughout Oklahoma attended the event. Every department from the station was represented. Students visited with various department heads regarding the opportunities available within the broadcasting industry. Received substantial interest in our Intern Program.</td>
<td>4</td>
<td>News Director Chief Engineer Creative Services Manager General Sales Manager</td>
</tr>
<tr>
<td>4/1/2017</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>During the Summer 2017 academic term, the station sponsored 13 interns who received college credit for their internships. The students worked in News, Engineering and Creative Services.</td>
<td>3</td>
<td>News Director Director of Engineering Creative Services Manager</td>
</tr>
<tr>
<td>5/1/2017</td>
<td>Participation in scholarship programs</td>
<td>&quot;Free Ride&quot; Scholarship Program. We awarded a $25,000 scholarship and a new 2016 Chevy Sonic to the winner. We also award (4) $5,000 scholarships to four of the graduating seniors. The program is open to all residents, 18 years or older and who maintain a 3.25 GPA during high school. The station promotes the scholarship program on both its TV and Digital platforms.</td>
<td>4</td>
<td>General Sales Manager Local Sales Manager News Director General Manager</td>
</tr>
</tbody>
</table>
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/17/2017</td>
<td><strong>Provision of training to management</strong></td>
<td>Hearst's Director of Veteran Recruiting, Dave Kaylor, visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the “transferability” or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and “pipeline” for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment. Presentation available at station.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7/1/2017</td>
<td><strong>Establishment of an intern program designed to assist members of the community</strong></td>
<td>During the Fall 2017 academic term, the station sponsored 3 interns who received college credit for their internships. The students worked in News and Engineering.</td>
<td>2</td>
<td>News Director, Director of Engineering</td>
</tr>
</tbody>
</table>