

EEO PUBLIC FILE REPORT

FOR

**KOCO-TV**

This EEO Public File Report  
Covers the One-Year Period  
Ending on January 31, 2025

# **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, 2025 (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, 2024 - January 21, 2025**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive Open Date: 5/10/2023 Hire Date: 4/22/2024	1, 3-10, 12-13, 16, 18-19, 21, 23-27, 29 -30, 32-34, 36-43, 45-52	9
Account Executive Open Date: 5/10/2023 Hire Date: 6/3/2024	1, 3-10, 12-13, 16, 18-19, 21, 23-27, 29 -30, 32-34, 36-43, 45-52	9
Anchor Reporter Open Date: 8/29/2023 Hire Date: 8/1/2024	2-11, 13-14, 18-19, 23-24, 26, 28-34, 36-43, 45-52	14
Broadcast Maintenance Technician/ IT Specialist Open Date: 9/18/2023 Hire Date: 2/14/2024	3-11, 13-15, 18-19, 21, 23-26, 29-34, 36-52	9
Broadcast Maintenance Technician/ IT Specialist Open Date: 9/18/2023 Hire Date: 8/15/2024	3-11, 13-15, 18-19, 21, 23-26, 29-34, 36-52	15
Sports Anchor Reporter Open Date: 11/7/2023 Hire Date: 5/13/2024	3-4, 6-11, 13, 18-19, 22-26, 29-34, 36- 52	26
Local News Photographer Open Date: 1/31/2024 Hire Date: 3/11/2024	3-11, 13-14, 18-19, 21, 23-26, 29-34, 36-52	21
Digital Editor Open Date: 2/26/2024 Hire Date: 5/19/2024	3-4, 6-11, 13, 17-19, 21-26, 29-34, 36- 52	25
Weekend AM Meteorologist Open Date: 4/1/2024 Hire Date: 7/7/2024	3-11, 13, 18-19, 23-26, 29-34, 36-52	25
Weekend Anchor Reporter Open Date: 4/12/2024 Hire Date: 7/1/2024	3-4, 6-11, 13, 18-19, 23-26, 29-34, 36- 52	9
Producer Open Date: 5/2/2024 Hire Date: 9/9/2024	3, 8-9, 15, 19, 24-25, 38, 46, 50-51	9
Producer Open Date: 5/2/2024 Hire Date: 12/9/2024	3, 8-9, 15, 19, 24-25, 38, 46, 50-51	9
Producer Open Date: 5/2/2024 Hire Date: 12/16/2024	3, 8-9, 15, 19, 24-25, 38, 46, 50-51	15
Newscast Director Open Date: 6/11/2024 Hire Date: 7/7/2024	3-11, 13, 18-19, 22-24, 26, 29-34, 36- 52	22

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weekend AM Anchor Reporter Open Date: 7/31/2024 Hire Date: 1/13/2025	3-11, 13, 18-19, 21, 23-26, 29-34, 36-52	21
Local News Photographer Open Date: 8/20/2024 Hire Date: 11/3/2024	3-11, 13-14, 18-20, 23-26, 29-37, 39-52	14

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E. Colter Str. Phoenix, Arizona 85018 Phone : 602-954-8373 Email : gnewell@602tv.graemenewell.com Sandy Lizik	N	0
2	Accel Financial Staffing 5117 N. Shartel Avenue Oklahoma City, Oklahoma 73118 Phone : 405-232-3100 Url : <a href="https://accelfinancial.com/">https://accelfinancial.com/</a> Career Recruiter	N	0
3	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : <a href="http://radioschool.com/contactus.htm">http://radioschool.com/contactus.htm</a> Email : glenda@radioschool.com Fax : 1-405-672-7751 Career Services	Y	0
4	Auburn University 1161 West Samford Avenue Auburn, Alabama 36849-517 Phone : (334) 844-4000 Career Services Manual Posting	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
6	Baylor University 1 Bear Place #97036 Waco, Texas 76798 Phone : 2547108665 Jarrod Mathis Manual Posting	N	0

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Bureau of Indian Affairs P. O. Box 309 Anadarko, Oklahoma 73005 Phone : 405-247-6677 Url : <a href="http://www.bia.gov/groups/webteam/documents/intera">http://www.bia.gov/groups/webteam/documents/intera</a> Email : <a href="mailto:rose.roberson@bia.gov">rose.roberson@bia.gov</a> Fax : 1-405-247-6677 Rose Roberson	N	0
8	Cameron University 2800 West Gore Blvd Lawton, Oklahoma 73505 Phone : 501-378-3400 Career Services Manual Posting	Y	0
9	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 1-704-348-8000 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> HTV Careers	N	54
10	Chapman University 1 University Dr Orange, California 92866 Phone : (714) 744-7690 Career Services Manual Posting	N	0
11	Clemson University 105 Sikes Hall Clemson, South Carolina 29634 Phone : (864) 656-3311 Career Services Manual Posting	N	0
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0

**KOCO-TV****EEO PUBLIC FILE REPORT**

February 1, 2024 - January 21, 2025

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	Columbia University 2950 Broadway New York, New York 10027 Phone : 212-954-4922 Ernest Sotomayor Manual Posting	N	0
14	Current Employee	N	4
15	Current Intern	N	2
16	Dale Rogers Training Center 2501 N. Utah Ave. Oklahoma City, Oklahoma 73107 Phone : 405-946-4489 Url : <a href="http://www.drct.org/contact_us.htm">http://www.drct.org/contact_us.htm</a> Email : dalerogers@drct.org Fax : 1-405-943-9710 Career Services	N	0
17	Dolan Media Management 3 North Court St Frederick, Maryland 21701 Phone : 301-668-1511 Career Services Manual Posting	N	1
18	Florida A&M University 1601 S Martin Luther King Jr Blvd Tallahassee , Florida 32307 Career Services Manual Posting	N	0
19	Francis Tuttle Vo-Tech 12777 N. Rockwell Ave. Oklahoma City, Oklahoma 73142 Phone : 405-717-4195 Url : <a href="http://www.francistuttle.edu/careerServices/default">http://www.francistuttle.edu/careerServices/default</a> Kathy Hart Manual Posting	Y	0
20	Glassdoor 353 Sacramento Street San Francisco, California 94111 Career Services	N	1

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	Indeed.com 17764 Broad Street Stamford, Connecticut 06901 Phone : 1-800-475-4361 Url : www.indeed.com Career Services Manual Posting	N	7
22	Internship Program	N	3
23	Journalism Jobs 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1251 Url : www.journalismjobs.com Email : contact@journalismjobs.com Dan Rohn	N	0
24	Langston University 216 Sanford Hall 307W Langston, Oklahoma 73050 Phone : 405-466-3244 Url : http://www.lunet.edu/ Email : lonnie.johnson@langston.edu Fax : 1-405-466-2931 Lonnie Johnson Jr	Y	0
25	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : https://www.linkedin.com/job Career Services Manual Posting	N	33
26	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	1



**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	MediaStars 515 E. Carefree Highway Phoenix, Arizona 85085 Phone : 480-588-0944 Url : <a href="http://www.mediastars.tv">http://www.mediastars.tv</a> Career Services Manual Posting	N	1
28	National Press Photographers Association 120 Hooper Street Athens, Georgia 30602-3018 Phone : (919) 237-1782 Url : <a href="https://nppa.org/">https://nppa.org/</a> Akili Ramsess Manual Posting	N	0
29	Neese Personnel 2709 W. I-44 Service Road Oklahoma City, Oklahoma 73112 Phone : 405-942-8551 Url : <a href="https://workwithneese.com/">https://workwithneese.com/</a> Email : <a href="mailto:kim@workwithneese.com">kim@workwithneese.com</a> Kim Neese	N	0
30	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0
31	Oklahoma Association of Broadcasters 6520 N. Western Ste. 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : <a href="http://www.oabok.org/JobBank/Employers/jobpost.asp">http://www.oabok.org/JobBank/Employers/jobpost.asp</a> Susan Sundholm Manual Posting	N	0
32	Oklahoma City Community College 7777 South May Avenue Oklahoma City, Oklahoma 73159 Phone : 405-682-7519 Url : <a href="http://www.collegecentral.com/occc/">http://www.collegecentral.com/occc/</a> Career Services Manual Posting	N	0

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Oklahoma City University 2501 N. Blackwelder Oklahoma City, Oklahoma 73106 Phone : 405-208-5171 Url : <a href="http://www.okcu.edu/services/career/">http://www.okcu.edu/services/career/</a> Josh Waddell Manual Posting	N	0
34	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-5253 Url : <a href="http://www.hireosugrads.com/2/Home.aspx">http://www.hireosugrads.com/2/Home.aspx</a> Philip Goodwin Manual Posting	N	0
35	Previous Employee	N	1
36	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-683-5020 Robert Walker Manual Posting	N	0
37	Rose State College 6420 SE 15th Street Midwest City, Oklahoma 73110 Phone : 405-733-7488 Url : <a href="http://www.rose.edu/students/stuserv/career.asp">http://www.rose.edu/students/stuserv/career.asp</a> Email : <a href="mailto:careercoach@rose.edu">careercoach@rose.edu</a> Fax : 1-405-733-7586 C Freeman	N	0
38	Sam Houston State University 1804 Avenue J Office 317 Huntsville, Texas 77341 Phone : 936-294-1347 Email : <a href="mailto:rcm049@shsu.edu">rcm049@shsu.edu</a> Ron Marasco  Prong 2 Ended Date: 8/2/2024	N	0

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Southern Nazarene University 6729 NW 39th Expy Bethany, Oklahoma 73008 Phone : 405-717-6296 Url : <a href="http://www.snu.edu/career-counseling">http://www.snu.edu/career-counseling</a> Email : <a href="mailto:career@snu.edu">career@snu.edu</a> Fax : 1-405-717-6286 Career Services	N	0
40	Southwestern Oklahoma State University 100 Campus Drive Weatherford, Oklahoma 73096 Phone : 580-774-3233 Url : <a href="http://www.swosu.edu/careers/">http://www.swosu.edu/careers/</a> Tiffany Hawkins Manual Posting	N	0
41	Texas A&M University 230 Reed McDonald College Station, Texas 77843 Phone : 979-845-5139 Url : <a href="http://careercenter.tamu.edu/">http://careercenter.tamu.edu/</a> Paula Moses Manual Posting	N	0
42	TVJobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/cgi-bin/jobs2/users/login.cg">http://www.tvjobs.com/cgi-bin/jobs2/users/login.cg</a> Career Services Manual Posting	N	0
43	University of Alabama Box 870100 Tuscaloosa, Alabama 35487 Phone : (205) 348-6010 Career Services Manual Posting	N	0
44	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Career Services Manual Posting	N	0

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
45	University of Central Oklahoma 100 North University Drive Edmond, Oklahoma 73034 Phone : 405-974-3346 Url : <a href="http://broncho2.uco.edu/careers/">http://broncho2.uco.edu/careers/</a> Beth Adele Manual Posting	N	0
46	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
47	University of Michigan 515 E Jefferson St Ann Arbor, Michigan Career Services Manual Posting	N	0
48	University of Nebraska 147 Andersen Hall Lincoln, Nebraska 68588-0131 Phone : 402-472-5768 Url : <a href="http://unl.edu">unl.edu</a> Email : <a href="mailto:ralloway1@unl.edu">ralloway1@unl.edu</a> Fax : 1-402-472-8403 Rick Alloway	N	0
49	University of North Texas 1155 Union Circle Denton, Texas 76201 Phone : (940) 565-2105 Career Services Manual Posting	N	0
50	University of Oklahoma 900 Asp Avenue Norman, Oklahoma 73019 Phone : 405-325-1974 Url : <a href="http://www.ou.edu/career/">http://www.ou.edu/career/</a> Bette Scott Manual Posting	Y	0

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
51	Urban League 3900 N. Martin Luther King Oklahoma City, Oklahoma 73111 Phone : 405-424-5243 Url : <a href="http://www.urbanleagueok.org/jobsandtraining.htm">http://www.urbanleagueok.org/jobsandtraining.htm</a> Email : <a href="mailto:obrothers@urbanleagueok.org">obrothers@urbanleagueok.org</a> Fax : 1-405-424-3382 Ollivett Brothers	Y	0
52	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>108</b>

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/4/2024	Establishment of a mentoring program	Hearst Television offers a 6-month mentorship program. The goal is to build productive relationships across the company. Employees benefit through career development support, by working in a diverse and inclusive environment, and through Hearst Television's leadership value of helping others succeed. KOCO had 23 participants in the mentorship program who were either "Mentors" or "Mentees." Meeting in person at the station or via Zoom with employees from other stations, they discussed career objectives, offered advice, and discussed their station projects. Some of the participants were Brent Hensley, President & General Manager; Justin Stewart, Creative Services Manager; Shawnda Adams, News Director.	23	News Director Creative Services Director President & General Manager
2	2/4/2024	Establishment of an intern program designed to assist members of the community	During the Spring 2024 academic term, the station sponsored 4 interns who received college credit for their internship. During the internship students worked in News learning all aspects of getting a newscast on the air. Students were from The University of Oklahoma and Langston University.	3	Asst News Director News Director Sports Director
3	2/5/2024	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company.	9	Photographer Operations Technician Director Maintenance Technican
4	2/5/2024	Listing of each upper-level category opening in a job bank or newsletter	The station lists all upper-level vacancies with the Oklahoma Association of Broadcasters (who pass through the listings to a number of organizations whose membership include substantial numbers of women and minorities).	4	News Director Director of Engineering Creative Services Manager General Sales Manager

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	2/28/2024	Participation in Job Fairs	University of Central Oklahoma Fusion Conference. The event begins with a number of panel discussions in the morning featuring employers and communicators from a variety of sectors, including the corporate world. A career fair followed with students visiting with station leaders regarding opportunities available with the station and within the broadcasting Industry. Students also apply for the internship program at the station.	2	Digital Sales Manager Local Sales Manager
6	3/4/2024	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 10-week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	1	Asst Creative Director
7	3/26/2024	Participation in Job Fairs	Booth at the University of Oklahoma Journalism and Mass Communications Career and Internship Fair. Students from the University attend the event and visit with various department leaders regarding opportunities available with the station and within the broadcasting Industry. Students also apply for the internship program at the station.	4	Digital Sales Manager Director of Engineering Asst News Director Creative Services Director

**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	4/4/2024	Participation in Job Fairs	Station had a booth at the OAB (Oklahoma Association of Broadcaster's) Student Career Fair. Students from various Universities throughout the state were represented. Every department from the station was represented. Students visited with various department heads regarding the opportunities available within the station and broadcasting industry. Our internship program generates substantial interest.	4	News Director Asst News Director Creative Services Manager Director of Engineering
9	4/8/2024	Establishment of a mentoring program	HTV's Producer Academy is our weeklong training effort that has been hosted at WESH in Orlando for 20 years. Every year, either producers/executive producers/assistant news directors gather for specific classes with various focus; broad examples include: execution of newscasts, building positive cultures, recruitment & retaining employees & strategic thinking for winning coverage and ratings. Jonathan Carlisle attended 4/8/24-4/12/24.	1	Asst News Director
10	4/29/2024	Participation in scholarship programs	"Free Ride" Scholarship Program. A \$25,000 scholarship and a new vehicle was awarded to the winner. The program also awards (4) \$5,000 scholarships to four of the graduating seniors by KOCO and the sponsors. KOCO also hosts a banquet naming the winner . The program is open to all residents, 18 years or older and who maintain a 3.25 GPA during high school. The station promotes and produces news stories on the students and the scholarship program on both its TV and Digital platforms. Students are nominated for the scholarship via a KOCO website and a panel of judges select the winners.	4	News Director Director of Engineering Creative Services Manager General Sales Manager



**KOCO-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2024 - January 21, 2025**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
11	6/2/2024	Establishment of an intern program designed to assist members of the community	<p>Summer 2024, KOCO welcomed Shanice Hopkins, an Emma Bowen Foundation Fellow, who joined our News department for 12 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multiyear internship to students of color at media companies where they gain significant on the job training in their field.</p> <p>Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media.</p>	2	News Director Asst News Director
12	9/2/2024	Establishment of an intern program designed to assist members of the community	<p>During the Fall 2024 academic term, the station sponsored 2 interns who received college credit for their internship. During the internship students worked in News learning all aspects of getting a newscast on the air. Students were from The University of Oklahoma.</p>	2	News Director Asst News Director