

KOCB/KOKH
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Anchor	1, 3-8, 10-11, 15, 17-20, 22-27, 30-31, 33, 35, 37-42, 44-45, 47-49, 52-55, 59-62	11
Weekday Morning Meteorologist	1-9, 15, 17-20, 22-31, 33, 35-39, 41-43, 45, 47-49, 51-62	48
Digital Content Producer	1, 3-8, 15, 17-20, 22-27, 29-31, 33, 35-39, 41-45, 47-49, 52-62	26
Digital Content Producer	1, 3-8, 15, 17-20, 22-27, 29-31, 33, 35-39, 41-45, 47-49, 52-62	23
General Assignment Reporter	1-11, 13, 15, 17-20, 22-31, 33, 35-45, 47-55, 59-62	48
General Assignment Reporter	1-11, 13, 15, 17-20, 22-31, 33, 35-45, 47-55, 59-62	11
Weekend Meteorologist Reporter	1, 3-9, 13-29, 31, 33, 35-45, 47-49, 51-55, 59-62	13
AM Executive Producer	1, 3-8, 10-11, 15, 18-20, 22, 24-27, 29-31, 33, 35-38, 40-44, 48-49, 53, 55, 59-62	11
PM Executive Producer	1, 3-8, 10, 12, 15, 18-20, 22, 24-27, 30-31, 33, 35, 37-42, 48-49, 53, 55, 59, 61-62	12
Weekend Producer	3-8, 15-16, 18-20, 22, 24-27, 29-35, 38-44, 46, 48-50, 53, 55, 57-62	26
Chief Engineer	1-8, 10, 15-16, 18-20, 22, 24-27, 29-44, 46, 48-49, 53, 55, 59-62	2
Newscast Director	3-8, 10, 16, 18-22, 24-27, 30-35, 38-44, 46, 48-49, 53, 55, 59-62	48

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Oklahoma Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	Agency Referral	N	5
3	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
4	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Url : http://www.bishop.edu Email : sgill@bishop.edu Shameka Gill	N	0
5	Bureau of Indian Affairs PO Box 1487 Anadarko, Oklahoma 73005 Phone : 405-247-6673 Url : http://www.bia.gov Esther Russell Manual Posting	N	0
6	Canadian Valley Technology Ctr 6505 E US Hwy 66 El Reno, Oklahoma 73036 Phone : 405-422-2205 Url : http://www.cvtech.edu Email : mlmitchell@cvtech.edu Fax : 1-405-422-2302 Mindy Mitchell	N	0
7	Canadian Valley Technology Ctr 1401 Michigan Chickasha, Oklahoma 73018 Phone : 405-224-7220 Url : http://www.cvtech.edu Email : kkirkley@cvtech.edu Karen Kirkley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Aaron Brumfield	N	0
9	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	6
11	Current Employee - Transfer/Promotion	N	3
12	Current Employee/Internal Promotion	N	1
13	Employee Referral	N	2
14	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
15	Francis Tuttle Technology Center 12777 N Rockewell Oklahoma City, Oklahoma 73142 Phone : 405-717-4904 Url : http://www.francistuttle.edu Lori Robertson Manual Posting	N	0
16	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
17	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Sinclair SilkRoad Source	N	0

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18	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	0
19	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
20	Howard Univeristy Grad School of Communications 525 Bryant St NW #107-C Washington, District of Columbia 20059 Phone : 202-806-5806 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
22	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
23	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Sinclair SilkRoad Source	N	3

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24	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	2
27	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
28	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
29	Metro Technology Center 1900 Springlake Dr Oklahoma City, Oklahoma 73111 Phone : 405-595-4804 Url : http://www.metrotech.org Aaron Walker Manual Posting	N	0

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30	Moore Norman Technology Center 4701 12th Avenue NW Norman, Oklahoma 73069 Phone : 405-364-5763 Url : http://www.mntechology.com Email : tina.fitzgerald@mntc.edu Tina Fitzgerald	N	0
31	NAACP 2001 N. Martin Luther King Blvd. Oklahoma City, Oklahoma 73111 Phone : 405-236-2227 Url : http://www.oknaacp.org Nadine Craig Manual Posting	N	0
32	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.jnabj.org Scott Berry Manual Posting	N	0
33	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	N	0
34	Native American Public Telecommunications 1800 N 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-3611 Url : http://www.nativetelecom.org Lynn Warren Manual Posting	N	0
35	Norfolk State Univeristy 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula Briggs	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Oklahoma Association of Broadcasters 6502 N Western Suite 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://www.oabok.org Nancy Struby Manual Posting	N	0
37	Oklahoma City Community College 7777 South May Oklahoma City, Oklahoma 73159 Phone : 405-682-7519 Url : http://www.occc.edu Debra Vaughn Manual Posting	N	0
38	Oklahoma City University 2501 North Blackwelder Oklahoma City, Oklahoma 73106 Phone : 405-208-4913 Url : http://www.okcu.edu Email : lmartin@okcu.edu Lynette Martin	N	0
39	Oklahoma Job Link 7401 NE 23rd Suite 2 Oklahoma City, Oklahoma 73141 Phone : 405-600-9503 Url : https://okjobmatch.com/ Fax : 1-405-429-4029 Travis Rollins	N	0
40	Oklahoma State Employee Services 9210 S. Western, Ste. A-9 Oklahoma City, Oklahoma 73139 Phone : 405-234-5000 Url : http://www.oesc.state.ok.us Fax : 1-405-378-0223 Donna Sanders	N	0
41	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-9721 Url : http://www.okstate.edu Email : jeff.grizzle@okstate.edu Jeff Grizzle	N	0

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42	Oklahoma State University-OKC 900 Portland Oklahoma City, Oklahoma 73107 Phone : 405-945-8617 Url : http://www.hireosugrads.com Email : sbgresumes@sbgvtv.com Garrett Purdum	N	0
43	Opportunities Industrilization 400 North Walnut Oklahoma City, Oklahoma 73104 Phone : 405-235-2651 Url : http://www.oicofoklahomacounty.org Fax : 1-405-235-2653 Patricia Kelly	N	0
44	OU Gaylord School of Journalism & Communications 395 W Lindsay Room 2533 Norman, Oklahoma 73019 Phone : 405-325-5684 Url : http://www.ou.edu Fax : 1-405-325-0987 Kathy Sawyer	N	0
45	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Sinclair SilkRoad Source	N	0
46	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, , Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Rick Gevers Prong 2 Ended Date: 3/8/2020	N	0
47	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Sinclair SilkRoad Source	N	0

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48	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgj.net Email : employment@sbgjtv.com Career Page	N	9
49	Southern Nazarene University 6729 NW 39th Expressway Bethany, Oklahoma 73008 Phone : 405-491-6684 Url : http://www.snu.edu Email : career@snu.edu Chris Peterson	N	0
50	Station Website	N	2
51	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
52	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgjtv.com Broadbean Source	N	0
53	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgjtv.com Andrea Siegle	N	0
54	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Sinclair SilkRoad Source	N	0

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55	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
56	University of Central Oklahoma 100 N University Edmond, Oklahoma 73034 Phone : 405-974-2000 Url : http://www.uco.edu Email : msscott@uco.edu Mark Scott	Y	0
57	University of Central Oklahoma 100 North University Deive Edmond, Oklahoma 73034 Phone : 405-974-3346 Email : sbgresumes@sbgstv.com Shannon Wilguess	Y	0
58	University of Central oklahoma 100 N. University Edmond, Oklahoma 73034 Phone : 405.974.2000 Email : dhill33@uco.edu Desiree Hill	Y	1
59	University of Oklahoma 900 Asp Ave OMU Suite 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Url : http://www.ou.edu Email : sbgresumes@sbgstv.com Career Services	N	0
60	Urban League 3900 N Martin Luther King Oklahoma City, Oklahoma 73111 Phone : 405-424-5243 Url : http://www.urbanleagueok.org Fax : 1-405-424-3382 Beverly Woodson	N	0

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61	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
62	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/28/2020	Participation in Job Fairs	Met with students at the College of Atmospheric and Geographic Sciences at University of Oklahoma in Norman OK to attend Career Fair to discuss their career interests and to provide information about career opportunities at KOKH/KOCB in Oklahoma City and KTUL in Tulsa and to discuss and provide internship opportunities at KOCB/KOKH/KTUL and with Sinclair.	2	KOKH HR Coordinator KTUL HR Coordinator
2	3/6/2020	Participation in Job Fairs	Met with students from University of Central Oklahoma Professional Sales Program at the Challenger Sales Institute Career Fair in Oklahoma City, Oklahoma on March 6, 2020. Located at 29 E Reno St, Oklahoma City, OK. Discussed students career interests in Sales and provided career opportunities at KOKH/KOCB. Also spoke about internships at KOCB/KOKH. Approximately 100 students attended.	5	KOKH DOS KOKH HR Coordinator KTUL HR Coordinator KOKH LSM
3	7/8/2020	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers, Corporate HR and News employees represented all Sinclair News stations at the virtual career expo for the NABJ convention/career expo. They met virtually with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who signed up for a video meeting are followed up with and interviews set up where applicable.	4	Sr Employment Manager News Talent Manager Employment Specialist Director News Training

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	7/10/2020	Sponsorship of events in the community designed to increase public awareness	<p>Hosted a community Live Virtual Town Hall “Building Bridges” on June 5th at 3pm and re-aired the Town Hall on KOKH’s evening news cast again on 6/5 @ 9:30 PM. Town Hall was hosted by KOKH FOX News Anchor Jasmine Anderson and Tyler Perry Media’s Terry Monday. With a panel of 6 Community Leaders Mayor David Holt, Black Lives Matter Activist Angelique Chandler, Chief of Police Wade Gourley, Black Chamber Chairman Gary Wood, US Congress woman Kendra Horn and Pastor Clarence Hill.</p> <p>Virtual Town Hall discussed the state of the community in regard to Black Lives Matter and how to bring the community together during current divisive times. Discuss how to move forward from the protests of OKC and to look at the challenges the community is facing and possible solutions</p>	3	<p>News Director</p> <p>General Manager</p> <p>News Anchor</p>
5	10/17/2020	Participation in Job Fairs	Our Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Media Sales Academy as a Corporate Recruiter. He met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. Our Corporate Recruiter spoke with students and alumni currently enrolled in NAB’s Media Sales Academy regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website.	1	Recruting Coordinator

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6	11/1/2020	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	129	General Manager Business Manager News Director HR Coordinator

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7	11/12/2020	Participation in Job Fairs	The Corporate Employment Specialists represented all Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed and collected resumes and candidate information for future job openings across the company. The Employment Team spoke with current students and alumni regarding their career interests to identify potential career opportunities within Sinclair. All candidates who were interested in job opportunities were asked to apply through our Sinclair Website. In addition, the Employment Team followed up with the HR contacts for those stations regarding the new applicants.	2	Employment Specialist Employment Specialist