

KOCB, KOKH
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
Business Manager	2-11, 13, 15-16, 18-20, 22-23, 25, 27-39, 41-52, 54-55, 58-68, 70-71	13
General Assignment Reporter	2-11, 13, 15-20, 22-23, 25, 27-39, 41-52, 54-56, 58-68, 70-71	54
General Assignment Reporter	2-11, 13, 15-20, 22-23, 25, 27-39, 41-52, 54-56, 58-68, 70-71	54
General Assignment Reporter	2-11, 13, 15-20, 22-23, 25, 27-39, 41-52, 54-56, 58-68, 70-71	54
Meteorologist	1-12, 15-16, 18-23, 25, 27-39, 41-55, 57-68, 70-71	1
Chief Meteorologist	2-12, 15-23, 25, 27-39, 41-55, 57-68, 70-71	17
Lifestyle Producer	2-11, 13, 15-16, 18-25, 27-39, 41-52, 54-55, 58-68, 70-71	30
VP, General Manager	2-11, 14-23, 25, 27-39, 41-52, 54-55, 58-68, 70-71	17
Master Control Operator	2-11, 15-16, 18-23, 25-39, 41-52, 54-56, 58-68, 70-71	54
Marketing Consultant	2-11, 15-23, 25-52, 54-55, 58-71	17
Marketing Consultant	2-11, 15-23, 25-52, 54-55, 58-71	40
Marketing Consultant	2-11, 15-23, 25-52, 54-55, 58-71	54
Marketing Consultant	2-11, 15-23, 25-52, 54-55, 58-71	30
Traffic Anchor/Lifestyle Show Host	2-12, 15-16, 18-25, 27-39, 41-55, 57-68, 70-71	30
Inventory Specialist	2-11, 15-23, 25, 27-39, 41-52, 54-55, 58-68, 70-71	17
Senior Promotions Producer	2-11, 15-16, 18-23, 25, 27-39, 41-48, 50-52, 54-55, 58-68, 70-71	30
Human Resources Coordinator	2, 4, 6-11, 15-16, 18-23, 25, 27-39, 41-48, 50-52, 54-55, 58-68, 70-71	30
Newscast Producer	2, 4, 6-12, 15-16, 18-39, 41-55, 57-68, 70-71	54
Marketing Sales Manager	2, 4, 6-11, 13, 15-16, 18-23, 25, 27-39, 41-52, 54-55, 58-68, 70-71	13
News Photographer	2, 4, 6-12, 15-16, 18-39, 41-55, 57-71	26
Photographer	2, 4, 6-11, 14-16, 18-23, 25, 27-30, 32-39, 41-52, 54-55, 58-68, 70-71	14

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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	Agency Referral	N	2
2	Alabama A & M University 4900 Meridian Street N Huntsville, Alabama 35811 Url : www.aamu.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
3	Albany State University 504 College Dt Albany, Georgia 31705 Url : www.asurams.edu Email : sbgresumes@sbgvtv.com Career Planning	N	0
4	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
5	Benedict College 1600 Harden St Columbia, South Carolina 29204 Url : www.benedict.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
6	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Url : http://www.bishop.edu Email : sgill@bishop.edu Shameka Gill	N	0
7	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

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8	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
9	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
10	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgtv.com Aaron Brumfield	N	2
11	Cheyney University of Pennsylvania 1837 University Circle Cheyney, Pennsylvania 19319 Url : www.cheyney.edu Email : sbgresumes@sbgtv.com Career Services	N	0
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Current Employee	N	4
14	Current Employee - Transfer/Promotion	N	2
15	DiversityJobs.com 3980 N Broadway, Ste 103-147 Boulder, Colorado 80304 Url : www.diversityjobs.com Email : sbgresumes@sbgtv.com Rob Steward	N	0

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16	Elizabeth City State University 1704 Weeksville Rd Elizabeth City, New York 27909 Url : www.ecsu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
17	Employee Referral	N	9
18	Florida A & M University 1601 S Martin Luther Jr Blvd Tallahassee, Florida 32307 Email : sbgresumes@sbgstv.com Career Center	N	0
19	G.I Jobs 420 Rouser Rd Moon Township, Pennsylvania 15108 Url : www.gijobs.com Email : sbgresumes@sbgstv.com R. Brandt	N	0
20	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
21	HBCU Connect 750 Cross Point Rd, Ste Q Columbus, Ohio 43230 Url : www.hbcuconnect.com Email : sbgresumes@sbgstv.com William Moss	N	0
22	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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23	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : sbgresumes@sbgstv.com Carol Dudley	Y	0
24	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	N	0
25	Huston-Tillotson University 900 Chicon Street Austin, Texas 78702 Url : www.htu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
26	Indeed.com - Not Directly Contacted by SEU	N	4
27	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
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
29	Kentucky State University 400 E Main St Frankfort, Kentucky 40601 Url : www.kysu.edu Email : sbgresumes@sbgstv.com Career Center	N	0

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30	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	13
31	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 Prong 2 Ended Date: 11/21/2022	N	0
32	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
33	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Url : www.miles.edu Email : sbgresumes@sbgstv.com Career Center	N	0
34	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
35	Morgan State University 1700 E Cold Spring Lane Baltimore, Maryland 21251 Url : www.morgan.edu Email : sbgresumes@sbgstv.com Career Center	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	NAACP 2001 N. Martin Luther King Blvd. Oklahoma City, Oklahoma 73111 Phone : 405-236-2227 Url : http://www.okcnaacp.org Nadine Craig Manual Posting	N	0
37	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
38	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
39	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
40	Non-Employee Referral	N	1
41	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : tatwater@nsu.edu Paula Briggs	N	0

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42	North Carolina A&T University 1601 E Market St Greensboro, North Carolina 27411 Url : www.ncat.edu Email : sbgresumes@sbgstv.com Career Center	N	0
43	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
44	Oklahoma Baptist University 500 West University Shawnee, Oklahoma 74804 Url : http://www.okbu.edu Email : Career.development@okbu.edu Lori Hagans	N	0
45	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
46	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
47	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

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48	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
49	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-9721 Url : http://www.okstate.edu Email : careers@okstate.edu Jeff Grizzle	N	0
50	Opportunities Industrilization 400 North Walnut Oklahoma City, Oklahoma 73104 Phone : 405-235-2651 Url : http://www.oicofoklahomacounty.org Email : info@oicokc.org Fax : 1- - - Victoria Saint-Brown	N	0
51	OU Gaylord School of Journalism & Communications 395 W Lindsay Room 2533 Norman, Oklahoma 73019 Phone : 405-325-5684 Url : http://www.ou.edu Email : ksawyer@ou.edu Fax : 1-405-325-0987 Kathy Sawyer	N	0
52	Purdue Global University 2550 Northwestern Avenue, Suite 1100 Lafayette, Indiana Phone : 312-385-1236 Email : katherine.hood@purdueglobal.edu Katherine Hood	Y	0
53	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, , Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Rick Gevers	N	0

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54	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbg.tv Career Page	N	8
55	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
56	Station Website	N	2
57	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
58	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Url : www.tsu.edu Email : sbgresumes@sbg.tv Career Center	N	0
59	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbg.tv Andrea Siegle	N	0
60	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0

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61	University of Arkansas - Pine Bluff 1200 University Dr Pine Bluff, Arkansas 71601 Url : www.uapb.edu Email : sbgresumes@sbgvtv.com Career Center	N	0
62	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
63	University of Central Oklahoma 100 North University Deive Edmond, Oklahoma 73034 Phone : 405-974-3346 Shannon Wilguess Manual Posting	Y	0
64	University of Central oklahoma 100 N. University Edmond, Oklahoma 73034 Phone : 405.974.2000 Email : dhill33@uco.edu Desiree Hill	Y	0
65	University of Oklahoma 900 Asp Ave OMU Suite 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Url : http://www.ou.edu Email : sbgresumes@sbgvtv.com Career Services	N	0
66	Urban League 3900 N Martin Luther King Oklahoma City, Oklahoma 73111 Phone : 405-424-5243 Url : http://www.urbanleagueok.org Email : obrothers@urbanleagueok.org Fax : 1-405-424-3382 Ollivett Brothers	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
67	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Url : www.wvstateu.edu Email : sbgresumes@sbgstv.com Career Center	N	0
68	Winston-Salem State University 601 S Martin Luther King Jr Dr Winston-Salem, North Carolina Email : sbgresumes@sbgstv.com Career Center	N	0
69	Word of Mouth Referral	N	2
70	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
71	Xavier University 1 Drexel Dr New Orleans, Louisiana 70125 Url : www.xula.edu Email : sbgresumes@sbgstv.com Career Center	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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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	3/1/2022	Participation in Job Fairs	OU College of Journalism and Mass Comm Career Fair for all students majoring in Journalism. Met with students from the University of Oklahoma College of Journalism and Mass Communication. This career fair was located in Norman, OK. Discussed students career interests and internship possibilities for KTUL.	2	HR Coordinator HR Coordinator
2	3/24/2022	Participation in Job Fairs	The news director, human resource representative and the director of engineering represented KOKH Fox 25 and CW34 at a career fair for the Oklahoma Association of Broadcasters. They met with potential candidates, reviewed, and collected resumes as well as candidate information for future job openings. 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.	3	News Director HR Coordinator Director of Engineering
3	7/19/2022	Participation in Job Fairs	The Corporate Sr. Employment Specialist and the Corporate Employment Coordinator represented all of Sinclair Broadcast Group at the Virtual Career Fair for Full Sail University. They met virtually with potential candidates, reviewed, and collected resumes as well as 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	SR. Employment Specialist Employment Coordinator

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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	8/3/2022	Participation in Job Fairs	Sinclair's SVP of News, News Recruiter, several News Managers and News employees represented all Sinclair News stations at the 2022 NABJ convention/career expo. They met with potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who met with Sinclair during the career fair were followed up with and interviews were set up where applicable.	3	News Recruiter Group News Director SVP of News

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	11/14/2022	Provision of training to management	<p>SBG, Inc. is an equal opportunity employer. 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law. 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 also took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.</p>	107	General Manager