

KOCB, KOKH
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Sales	1, 3, 6-7, 9, 12-15, 17, 19-20, 23-25, 27-28, 30, 32-42, 44-52, 55-56, 58, 60-64	9
Account Executive Sales	1, 3, 6-7, 9, 12-15, 17, 19-20, 23-25, 27-28, 30, 32-42, 44-52, 55-56, 58, 60-64	17
Account Executive Sales	1, 3, 6-7, 9, 12-15, 17, 19-20, 23-25, 27-28, 30, 32-42, 44-52, 55-56, 58, 60-64	19
Account Executive Sales	1, 3, 6-7, 9, 12-15, 17, 19-20, 23-25, 27-28, 30, 32-42, 44-52, 55-56, 58, 60-64	20
Promotions Producer	1, 3-9, 13-15, 17-18, 22-25, 27-30, 32-42, 44-52, 55-56, 58, 60-64	17
News Photographer	1, 3-7, 9-19, 21-22, 24-30, 32-42, 44-52, 54-56, 58, 60-65	12
News Producer	1, 3-7, 9-11, 13-19, 21-22, 24-30, 32-42, 44-52, 54-56, 58, 60-65	19
Regional National Sales Assistant	1, 3-7, 9, 13-18, 21-22, 24-25, 27-30, 32-52, 55-56, 58, 60-65	17
On-Air Digital Content Producer	1, 3-7, 9, 11, 13-18, 21-22, 24-25, 27-30, 32-42, 44-52, 55-56, 58, 60-65	17
Master Control Operator	1, 3-7, 9, 13-17, 21-22, 24-25, 27-30, 32-42, 44-52, 55-56, 58, 60-65	17
News Anchor / Reporter	1, 3-7, 9-11, 13-18, 21-22, 24-30, 32-42, 44-52, 54-56, 58, 60-65	58
Sales Account Executive (Experienced)	1, 3-7, 9, 12-17, 21-22, 24-25, 27-42, 44-52, 55-58, 60-65	24
Sales Account Executive (Experienced)	1, 3-7, 9, 12-17, 21-22, 24-25, 27-42, 44-52, 55-58, 60-65	24
5PM Production Producer	1, 3-7, 9-11, 13-18, 21-22, 24-30, 32-37, 39-42, 44-52, 54-56, 58, 60-65	58
Research Director	1-7, 9, 13-17, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	2
Graphic Designer	1, 3-7, 9, 12-18, 20-22, 24-25, 27-30, 32-37, 39-42, 44-53, 55-56, 58, 60-65	17
General Manager	1, 3-5, 7, 9, 13-18, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	17
Executive Producer	1, 3-7, 9-18, 21-22, 24-30, 32-37, 39-42, 44-56, 58, 60-65	51
Multimedia Journalist	1, 3-7, 9-11, 13-18, 21-22, 24-30, 32-37, 39-42, 44-52, 54-56, 58, 60-65	58
News Producer	1, 3-7, 9-11, 13-18, 21-22, 24-30, 32-37, 39-42, 44-56, 58, 60-65	53

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Master Control Operator	1, 3-7, 9, 11, 13-19, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	19
Director of Sales	1, 3-7, 9, 13-17, 21-22, 24-25, 27-30, 32-37, 39-42, 45-52, 55-56, 58, 60-65	51
Copy Coordinator	1, 3-7, 9, 13-19, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	19
News Assignment Coordinator	1, 3-7, 9-11, 13-17, 21-22, 24-30, 32-37, 39-42, 44-52, 54-56, 58, 60-62, 64-65	17
Promotions Manager	1, 3-7, 9, 12-18, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	51
News Editor Overdrive Operator	1, 3-7, 9-11, 13-19, 21-22, 24-30, 32-37, 39-42, 44-52, 54-56, 58-65	19
Inventory Specialist	1, 3-7, 9, 12-17, 19, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	19
Local Sales Manager	1, 3-7, 9, 13-17, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	17
Master Control Operator	1, 3-7, 9, 12-17, 19, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	19
Master Control Operator	1, 3-7, 9, 12-17, 19, 21-22, 24-25, 27-30, 32-37, 39-42, 44-52, 55-56, 58, 60-65	12
Weekend Meteorologist	1, 3-7, 9-11, 13-17, 21-22, 24-30, 32-37, 39-42, 44-52, 54-56, 58, 60-65	10
News Assignment Coordinator	1, 3-7, 9-11, 13-17, 21-22, 24-30, 32-37, 39-42, 44-52, 54-56, 58, 60-65	17
Morning News Anchor	1-7, 9-11, 13-17, 21-22, 24-30, 32-37, 39-42, 44-52, 54-56, 58, 60-65	2
News Editor Overdrive Operator	1, 3-7, 9-11, 13-19, 21-22, 24-30, 32-37, 39-42, 44-56, 58, 60-65	19
News Photographer	1, 3-5, 7, 9-11, 13-18, 21-22, 24-37, 39-42, 44-52, 54-56, 58, 60-65	31

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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	2
3	American Broadcasting School 4511 SE 29th Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : http://www.radioschool.com Email : shawn@radioschool.com Shawn Cockrell	N	0
4	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishop.edu Juliette Womack Manual Posting	N	0
5	Bureau of Indian Affairs PO Box 1487 Anadarko, Oklahoma 73005 Phone : 405-247-6673 Url : http://www.bia.gov Jeannie Cooper 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 Fax : 1-405-422-2302 Mindy Mitchell	N	0
7	Canadian Valley Technology Ctr 1401 Michigan Chickasha, Oklahoma 73018 Phone : 405-244-7220 Url : http://www.cvtech.edu Email : swoolver@cvtech.edu Susan Woolver	N	0
8	Career Fair	N	1

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9	Careerbuilder 8401 Greensboro Dr Suite 250 McLean, Virginia 22102 Phone : 703-637-7908 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	1
10	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	1
11	Columbia University Grad School of Journalism 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4422 Url : http://www.journalism.columbia.edu Jaqueline DeLaFuente Manual Posting	Y	0
12	Employee Referral	N	12
13	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
14	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
15	Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence	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
16	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
17	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	21
18	Internal Candidate	N	38
19	Internal Hire	N	9
20	Internet Ad-not directly contacted by SEU	N	2
21	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3011 Email : Eloise@ithaca.edu Eloise Green	Y	0
22	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	0
23	Langston University PO Box 1255 Langston, Oklahoma 73050 Phone : 405-466-3240 Url : http://www.langston.edu Email : jawallace@lunet.edu James Wallace	N	0
24	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Media Match 8112 1/2 West 3rd St. Los Angeles,, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
26	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
27	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
28	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
29	NAACP PO Box 11021 1500 NE 4th Street # 103 Oklahoma City, Oklahoma 73117 Phone : 405-236-2227 Url : http://www.okcnaacp.org Nadine Craig Manual Posting	N	0
30	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
31	Non-Employee Referral	N	2

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32	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula Briggs	N	0
33	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	1
34	Oklahoma Baptist University 500 West University Shawnee, Oklahoma 74804 Phone : 405-878-2351 Url : http://www.okbu.edu Email : ronald.johnson@okbu.edu Ronald Johnson	N	0
35	Oklahoma Christian University PO Box 11000 Oklahoma City, Oklahoma 73136 Phone : 405-425-5960 Url : http://www.oc.edu Email : careerservicesmailbox@oc.edu Candace Owens	N	0
36	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
37	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Oklahoma Dept of Human Services 1115 SE 66th Street Oklahoma City, Oklahoma 73149 Phone : 405-604-8864 Url : http://www.okdhs.org Email : Donna.Wills@okdhs.org Donna Wills	N	0
39	Oklahoma Job Link 7401 NE 23rd Suite 2 Oklahoma City, Oklahoma 73141 Phone : 405-713-1890 Url : https://okjobmatch.com/ Fax : 1-405-713-1882 Center Manager	N	1
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
42	Oklahoma State University-OKC 900 Portland Oklahoma City, Oklahoma 73107 Phone : 405-945-8617 Url : http://www.hireosugrads.com Email : sbgresumes@sbgstv.com Garrett Purdum	N	0
43	On Air Recruitment Ad	N	1

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44	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
45	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
46	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
47	Redlands Community College 1300 S Country Club El Reno, Oklahoma 73036 Phone : 405-422.1441 Url : http://www.redlandsccl.edu Email : Lauren.Cullen@redlandsccl.edu Lauren Cullen	N	0
48	Rose State College 7005 SE 15th Midwest City, Oklahoma 73110 Phone : 405-736-0272 Url : http://www.rose.edu Email : nleckness@rose.edu Noel Leckness	N	0
49	Rose State College 7005 SE 15th Midwest City, Oklahoma 73110 Phone : 405-733-7392 Url : http://www.rose.edu Email : aloveless@rose.edu Alyssa Loveless	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
50	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
51	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Email : employment@sbgstv.com Sharon Pickeral	N	17
52	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
53	Station Website	N	4
54	Talent Dynamics Oklahoma Phone : 214-640-3139 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
55	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
56	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
57	Trade Website	N	1

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58	TV Jobs Oklahoma Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	4
59	Twitter	N	1
60	University of Central Oklahoma 100 N University Edmond, Oklahoma 73034 Phone : 405-974-2000 Url : http://www.uco.edu Email : mscott@uco.edu Mark Scott	N	0
61	University of Central Oklahoma 100 N University Edmond, Oklahoma 73034 Phone : 405-974-3951 Url : http://www.uco.edu Email : jsmith272@uco.edu Julie Smith	N	0
62	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	1
63	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
64	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, , Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0

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65	Walter Cronkite School of Journalism 555 N. Central Ave., Suite 302 Phoenix, Arizona 85004 Phone : 000-000-0000 Url : NEWS only Email : mike.wong@asu.edu Michael K. Wong	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			126

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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	2/29/2016	Participation in Job Fairs	Met with students at Oklahoma State University of Media & Strategic Communications Career and Internship Fair to discuss their career interests and provide information about career opportunities at KOCB/KOKH that may pertain to their particular career interests. Also spoke about internship opportunities at KOCB/KOKH.	2	Human Resources Coordinator Human Resources Assistant
2	3/31/2016	Participation in Job Fairs	Oklahoma Association of Broadcasters Career Fair. Met with students from multiple colleges/universities from the state of Oklahoma. Discussed their career interests and provided information about career opportunities in the broadcast industry and specific job opportunities at KOCB/KOKH that may pertain to their particular career interests. Also spoke to students regarding internship opportunities at KOCB/KOKH.	1	Human Resources Coordinator
3	4/2/2016	Sponsorship of events in the community designed to increase public awareness	FOX 25/CW34 Hosted a community event "Oklahoma Health & Living Expo" April 2, 2016 at the Oklahoma City Fairgrounds Cox Pavilion. Visitors received free health related screenings and materials, live fitness demonstrations. Made available to the public career opportunities available at the FOX 25/CW 34.	25	Director of Sales Human Resources Creative Director Sales Promotions
4	4/20/2016	Participation in Job Fairs	Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen.	4	HR Manager Human Resources Business Manager Director of Digital Content

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5	5/15/2016	Establishment of an intern program designed to assist members of the community	<p>News Internship: The station employment unit has an internship program as defined below:</p> <p>Program Goal: The goal of our internship program is to recruit candidates, primarily juniors and seniors from colleges and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives: - Develop links with universities and colleges to promote KOKH/KOCB as prospective employers - Create a symbiotic relationship between interns and KOKH/KOCB employees. - Provide interns with opportunities for translating classroom theories for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Objectives: - The applicant must be attending an accredited institution. Graduate students are also eligible. Preferably, applicants should be communication majors, though other majors may be considered. - The applicant must be at least 18 years of age. - The applicant must be in good academic standing, as defined by his or her academic institution. - The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or institution during the quarter or semester in which the internship is performed. Interns are not paid. - In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility</p>	1	Executive Producer

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			requirements.		
6	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	2	Employment Manager News Talent Manager

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7	9/5/2016	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>	12	

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8	9/28/2016	Sponsorship of events in the community designed to increase public awareness	KOKH/KOCB sponsored and produced a Town Hall Meeting – Making Cents: The Penny Sales Tax Debate. September 28, 2016 at Oklahoma City University – to discuss state Question 779 that proposes the increase of state sales tax by one cent per dollar to provide revenue to be used for public education. It would increase teachers' salaries by \$5000 per year. This event was open to the public – 7pm to 8:30pm. Attended by approximately 40 audience members at the Kerr-McGee Auditorium and was streamed “live” online at okcfox.com 9/28/16 @ 7pm. It re-aired on KOKH FOX 25 Sunday October 2nd @ 9:30 pm & KOCB-TV CW 34 Sunday October 4 @ 4pm. Discussions were moderated by Mark Hyman. Panelists included: Dr. Steven Agee, Oklahoma City University Dean of Meinder’s School of Business, Amber England, Stand for Children Oklahoma, Mike Bond, CEO of OCPA Impact, Shawn Hime, Exec. Dir of Okla. School Board Association, Made available to the public career opportunities and Internship opportunities available at KOKH & KOCB and how to apply.	20	News Director General Manager HR Coordinator Executive Producer