

KOCB, KOKH
EEO PUBLIC FILE REPORT
February 1, 2014 - January 31, 2015

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	2-3, 5-10, 13-15, 18-23, 26-28, 31-38, 40-53, 55, 57-58, 60-62, 65-69	19
Account Executive	2-3, 5-10, 13-15, 18-23, 26-28, 31-38, 40-53, 55, 57-58, 60-62, 65-69	14
Account Executive	2-3, 5-10, 13-15, 18-23, 26-28, 31-38, 40-53, 55, 57-58, 60-62, 65-69	13
Account Executive	2-3, 5-10, 13-15, 18-23, 26-28, 31-38, 40-53, 55, 57-58, 60-62, 65-69	14
Account Executive	2-3, 5-10, 13-15, 18-23, 26-28, 31-38, 40-53, 55, 57-58, 60-62, 65-69	52
Master Control Supervisor	3, 5-8, 10, 15, 18, 20, 22-23, 26, 28, 31- 38, 40-50, 53, 55, 57-58, 60-61, 65-69	23
Promotion Producer	1, 3, 5-10, 14-15, 18, 20, 23, 26, 28, 31- 38, 40-50, 53, 55, 57-58, 60-61, 65-69	23
Chief Photographer	3-8, 10, 12, 14-15, 18, 20-21, 23, 25- 26, 28, 30-38, 40-50, 53, 55, 57-58, 60- 61, 63, 65-69	60
Photographer	3-8, 10, 12, 14-16, 18, 20-23, 25-26, 28, 30-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-69, 72	16
Photographer	3-8, 10, 12, 14-16, 18, 20-23, 25-26, 28, 30-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-69, 72	72
Photographer	3-8, 10, 12, 14-16, 18, 20-23, 25-26, 28, 30-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-69, 72	60
Photographer	3-8, 10, 12, 14-16, 18, 20-23, 25-26, 28, 30-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-69, 72	23
Photographer	3-8, 10, 12, 14-16, 18, 20-23, 25-26, 28, 30-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-69, 72	14
MORNING PRODUCER	3-8, 10, 12, 14-15, 18, 20-21, 23, 25- 26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-69	14
NEWS PRODUCER (9pm News)	3-8, 10, 12, 15, 18, 20-21, 25-26, 28- 38, 40-46, 48-49, 53, 55, 57-58, 60-61, 63, 65-69	65
Weekend Anchor / Reporter	3-8, 10-12, 15, 17-18, 20-21, 23, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-69	60

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Investigative Reporter	3-8, 10-12, 14-15, 18, 20-21, 23, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-63, 65-69	60
Digital Local Sales Assistant	3, 5-8, 10, 15, 18, 20, 22, 26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-61, 65-70	22
MORNING PRODUCER	3-8, 10, 12, 15, 18, 20-21, 25-50, 53, 55, 57-58, 60-61, 63, 65-70	27
WEEKEND PRODUCER	3-8, 10, 12, 15, 18, 20-21, 23, 25-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	60
Reporter	3-8, 10-12, 18, 20-21, 23, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70, 72	23
Feature Reporter	3-8, 10-12, 14, 18, 20-21, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	14
Production Assistant	1, 3-8, 10, 14-15, 18, 20, 26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-61, 65-70	14
Overdrive Operator/Editor	3-7, 10, 12, 18, 20-21, 23, 25-26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	23
Master Control Operator	3, 5-8, 10, 14, 18, 20, 22-23, 26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-61, 65-70	23
Master Control Operator	3, 5-8, 10, 14, 18, 20, 22-23, 26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-61, 65-70	14
Meteorologist	2-8, 10-12, 18, 20-21, 23, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	2
Multimedia Journalist Reporter	3-8, 10-12, 14, 18, 20-21, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	14
Multimedia Journalist Reporter	3-8, 10-12, 14, 18, 20-21, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	14
Reporter/Producer	3-8, 10-12, 18, 20-21, 24-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70, 72	24
News Photographer	3-8, 10, 12, 18, 20-21, 23, 25-26, 28-50, 53, 55, 57-58, 60-61, 63, 65-70	23
News Photographer	3-8, 10, 12, 18, 20-21, 23, 25-26, 28-50, 53, 55, 57-58, 60-61, 63, 65-70	39
News Photographer	3-8, 10, 12, 18, 20-21, 23, 25-26, 28-50, 53, 55, 57-58, 60-61, 63, 65-70	65
Reporter	3-8, 10-12, 14, 18, 20-21, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	65

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News Editor Overdrive Operator	3-8, 10, 12, 18, 20-22, 25-26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-63, 65-70	62
News Editor Overdrive Operator	3-8, 10, 12, 18, 20-22, 25-26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-63, 65-70	22
News Producer	3-8, 10, 12, 18, 20-21, 23, 25-26, 28-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	65
Local Sales Manager	3, 5-8, 10, 14, 18, 20, 26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-61, 65-70	14
Local Sales Manager	3, 5-8, 10, 14, 18, 20, 26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-61, 65-70	60
Executive Producer	3-8, 10, 12, 18, 20-23, 25-26, 28-38, 40-50, 53, 55-58, 60-61, 63, 65-70	22
INVENTORY SPECIALIST	3, 5-8, 10, 18, 20, 22-23, 26, 28-29, 31-38, 40-50, 53, 55, 57-58, 60-61, 65-70	23
Senior Digital Content Producer	3-8, 10, 12, 18, 20-21, 23, 25-38, 40-50, 53, 55, 57-58, 60-61, 63, 65-70	23
Master Control Operator	3, 5-8, 10, 14, 18, 20, 22-23, 26, 28-29, 31-38, 40-49, 53, 55, 57-58, 60-62, 65-70	60
Master Control Operator	3, 5-8, 10, 14, 18, 20, 22-23, 26, 28-29, 31-38, 40-49, 53, 55, 57-58, 60-62, 65-70	23
Master Control Operator	3, 5-8, 10, 14, 18, 20, 22-23, 26, 28-29, 31-38, 40-49, 53, 55, 57-58, 60-62, 65-70	41
News Photographer	3-8, 10, 12, 14, 18-22, 25-26, 28-38, 40-50, 53-55, 57-61, 63-71	14
Master Control Operator	3, 5-8, 10, 18-20, 22, 26, 28-29, 31-50, 53-55, 57-62, 64-70	62
Master Control Operator	3, 5-8, 10, 18-20, 22, 26, 28-29, 31-50, 53-55, 57-62, 64-70	39
Inventory Specialist	3, 5-8, 10, 18-20, 22-23, 26, 28-29, 31-33, 37, 40-50, 53-55, 57-61, 64-70	23
Morning Reporter	1, 3-8, 10-12, 18-23, 25-26, 28-33, 37, 40-50, 53-55, 57-61, 63-71	65

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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	3
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	1
4	Art Institute of Fort Lauderdale 1799 SE 17th Fort Lauderdale, Florida 33316 Phone : 954-308-2605 Url : http://www.artinstitutes.edu/fort-lauderdale Email : jberkshire@aii.edu Jodi Berksire	N	0
5	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
6	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
7	Canadian Valley Technology Ctr 6505 E US Hwy 66 El Reno, Oklahoma 73036 Phone : 405-262-2629 Url : http://www.cvtech.edu Fax : 1-405-345-3429 Paulette Franz	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	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
9	Career Fair OESC- Donna Sanders	N	4
10	Careerbuilder 8401 Greensboro Dr Suite 250 McLean, Virginia 22102 Phone : 703-637-7908 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	3
11	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	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 DelLaFuente Manual Posting	Y	0
13	Current Employee - Transfer/Promotion	N	1
14	Employee Referral Christine Meyers	N	27
15	Employers Partnership 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://www.employerpartnership.org Crystal Arcilla Manual Posting	N	0
16	Facebook post Friend posted it on facebook	N	1
17	Former Employee Referral	N	1

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18	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
19	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	1
20	Hispanic Link News Service 1420 N Street NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclink.org Email : charlie@hispaniclink.org Charlie Erickson	N	0
21	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
22	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	3
23	Internal Candidate	N	37
24	Internal Transfer/Promotion	N	1

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25	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3011 Email : Eloise@ithaca.edu Eloise Green	Y	0
26	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
27	Linked In	N	5
28	Linkedin Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	0
29	Media Match 8112 1/2 West 3rd St. Los Angeles,, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
30	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	1
31	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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32	Moore Norman Technology Center 4701 12th Avenue NW Norman, Oklahoma 73069 Phone : 405-364-5763 Url : http://www.mntechnology.com Email : traci.hopper@mntc.edu Tina Fitzgerald	N	0
33	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
34	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
35	National Association of Broadcasters 1171 North Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Url : http://www.nab.org Karen Hunter Manual Posting	N	0
36	National Association of Hispanic Journalists 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://www.nahj.org Lepicia Salazar Manual Posting	N	0
37	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

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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	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
39	Non-Employee Referral Ashley Kringen	N	4
40	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
41	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
42	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
43	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

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44	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
45	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
46	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
47	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
48	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
49	Oklahoma State University-OKC 900 Portland Oklahoma City, Oklahoma 73107 Phone : 405-945-8617 Url : http://www.hireosugrads.com Email : careers@okstate.edu Garrett Purdum	N	1

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50	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
51	OPUBCO 9000 N Broadway Oklahoma City, Oklahoma 73114 Phone : 405-475-3708 Nancy Simoneau Manual Posting	N	0
52	Other Source Previous Colleague	N	4
53	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
54	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
55	Redlands Community College 1300 S Country Club El Reno, Oklahoma 73036 Phone : 405-422-1406 Url : http://www.redlandsc.edu Terri Barger Manual Posting	N	0
56	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, , Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0

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57	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
58	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
59	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	0
60	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Email : employment@sbgstv.com Sharon Pickeral	N	19
61	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
62	Station Website	N	5
63	Talent Dynamics Oklahoma Phone : 214-640-3139 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	1

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64	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
65	TV Jobs Oklahoma Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	10
66	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	N	0
67	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
68	University of Oklahoma 900 Asp Ave OMU Suite 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Url : http://www.ou.edu Career Services Manual Posting	N	1
69	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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70	US Army Wounded Warrior Program 200 Stovall St, Room 7N53 Alexandria, , Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
71	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
72	Word of Mouth Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			138

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/27/2014	Participation in Job Fairs	Participated in the Oklahoma Association of Broadcasters Student Career Fair at the Skirvin Hotel in Oklahoma City March 27, 2014. Approximately 150 college students from twelve colleges attended. Met with potential applicants to discuss their career interests and provided information about career opportunities in the broadcasting industry and specific opportunities at KOKH/KOCB that may pertain to their particular interests. Also spoke about internship opportunities at KOCB/KOKH.	2	Human Resources Coordinator Programming Manager	0.25
2	3/29/2014	Sponsorship of events in the community designed to increase public awareness	FOX 25/CW34 Hosted a community event "Oklahoma Health & Wellness Expo" March 29, 2014 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.	16	Director of Sales Human Resources Coordinator Creative Director Sales Promotions	0.50
3	5/15/2014	Sponsorship of events in the community designed to increase public awareness	KOKH/KOCB sponsored a Town Hall Meeting - "Caring for Veterans" May 15, 2014 at Oklahoma Christian University in Edmond Oklahoma - to discuss issues affecting our veterans returning from service. This event was open to the public - 7pm to 830pm. Attended by approximately 200 audience members including veterans at Judd Theater at University and was streamed "live" online at okcfox.com and re-aired May 17, 2014 @ 4pm-5pm on KOKH and KOCB May 15, 2014 @ 5pm-6pm. Discussions moderated by Mark Hyman. Panelists included: Juanita Celie Okla VA Hospital Suicide Prevention Coordinator, Dr Steven Scruggs Psychologist at Okla VA Hospital, Howard & Jean Somers and General James Mukoyama President of Military Outreach USA	42	News Director General Manager Director of Sales Director Supv Promotions	0.50

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4	8/2/2014	Participation in Job Fairs	Sharon, Stan and Blaise represented ALL news stations for Sinclair at the career expo at the National Association of Black Journalists convention in Boston, MA; they met with 200+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	3	Corporate Employment Manager News Talent Manager News Director	0.25
5	8/8/2014	Participation in Job Fairs	Sharon Pickeral Corp Employment Manager and Stan Heist News Talent Mgr represented ALL news stations for Sinclair at the career expo at the National Association of Hispanic Journalists convention in San Antonio, TX; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	2	Corporate Employment Manager News Talent Manager	0.25
6	8/15/2014	Participation in Job Fairs	Sharon Pickeral Corporate Employment Manager and Stan Heist News Talent Manager represented ALL news stations for Sinclair at the career expo at the Asian American Journalist Association convention in Washington, DC; they met with 100+ potential candidates and reviewed resumes and tapes and candidates were given a list of all locations and open positions. They talked with candidates about openings and spoke with news directors when they returned about the candidates that were seen.	2	Corporate Employment Manager News Talent Manager	0.25

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	8/26/2014	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:</p> <p>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:</p> <ul style="list-style-type: none"> - 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>Eligibility Objectives:</p> <ul style="list-style-type: none"> - 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. 	1	News Director	1.00

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			- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.			
8	9/10/2014	Participation in Job Fairs	Met with Students at the University of Oklahoma to discuss their career interests and provide information about career opportunities in the broadcasting industry in general and specific job opportunities at KOCB/KOKH that may pertain to their particular career interests. Also spoke about internship opportunities at KOCB/KOKH.	2	HR Coordinator Local Sales Manager	0.25
9	10/23/2014	Participation in Job Fairs	Met with Students at the University of Oklahoma College of Journalism & Mass Communication Career & Internship Fair to discuss their career interests and provide information about career opportunities in the broadcasting industry in general and specific job opportunities at KOCB/KOKH that may pertain to their particular career interests. Also spoke about internship opportunities at KOCB/KOKH.	2	HR Coordinator Local Sales Manager	0.25
10	1/16/2015	Participation in events sponsored by community groups	Oklahoma City Home & Garden Show State FairGrounds Oklahoma City Three day event open to the public featuring products and new ideas in remodeling, home improvement and gardening experts. Ten members of our staff were on-hand and manned a booth. On-air talent signed autographs and met with the public. Made available to the public were job career opportunities available at KOKH FOX 25/KOCB CW 34 (job flyer is attached).	10	Sports Director Promotions Coordinator Anchor Anchor	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.75