

KOCB, KOKH
EEO PUBLIC FILE REPORT
February 1, 2013 - January 31, 2014

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
Digital Interactive Manager	3, 5-8, 10, 14-17, 19-20, 22, 24, 27-46, 48-53, 56-60	20
Reporter	2-8, 10-12, 15-17, 22, 24, 26-44, 46, 48 -60	2
National Sales Assistant	3, 5-8, 10, 14-17, 19, 22, 24, 27-44, 46, 48-53, 56-60	19
Reporter	3-8, 10-12, 15-17, 22, 24, 26-44, 46, 48 -53, 55-60	56
Copy Coordinator	3, 5-8, 10, 13, 15-17, 19, 22, 24, 26-44, 46, 48-53, 56-60	19
Account Executive	2-3, 5-10, 13-19, 22-24, 27-54, 56-60	18
Anchor Morning Newscast	2-8, 10-12, 14-17, 21-22, 24, 26-44, 46, 48-53, 55-60	2
On-Air Operator	1, 3-8, 10, 15-16, 19, 21-22, 24, 27-44, 46, 48-53, 56-60	19
Broadcast Maintenance Engineer	3, 5-8, 10, 14-16, 19, 22, 24, 27-44, 46, 48-53, 56-60	19
Multi-Media Journalist/Live Reporter	3-8, 10-12, 14-17, 19, 21-22, 24, 26-44, 46, 48-53, 55-60	19
On-Air Operator	3, 5-8, 10, 13-16, 22, 24, 27-44, 46, 48- 53, 56-60	52
Assistant News Director	3-8, 10, 12-17, 19, 21-22, 24, 26-44, 46, 48-53, 55-60	13
Anchor Evening Newscast	2-8, 10-12, 14-17, 19, 21-22, 24, 26-44, 46, 48-53, 55-60	19
Weekend Anchor/Reporter	3-8, 10-12, 14-17, 21-22, 24, 26-44, 46, 48-53, 55-60	52
Weekend Meteorologist	3-8, 10-12, 14-17, 21-22, 24, 26-44, 46, 48-53, 55-60	52
Video Editor/Audio Operator	3-8, 10, 12, 14-17, 19, 21-22, 24, 27- 44, 46, 48-53, 55-60	19
Anchor	3-8, 10-17, 19, 21-22, 24, 26-44, 46, 48 -60	13
Broadcast Television Maintenance Engineer	3, 5-8, 10, 14-16, 19, 22, 24, 27-44, 46, 48-53, 56-60	19
On-Air Operator	3, 5-8, 10, 14-16, 19, 22, 24, 27-44, 46, 48-53, 56-60	19
Content Producer	3-8, 10, 12, 14-17, 19, 21-22, 24, 26- 44, 46, 48-53, 55-60	19
MORNING PRODUCER	3-8, 10, 12, 14-17, 21-22, 24, 26-44, 46, 48-53, 55-60	36

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Technical Director	3-8, 10, 12-17, 19, 21-22, 24-25, 27-44, 46, 48-53, 55-60	13

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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	4
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 : 800-275-7603 Url : http://www.artinstitutes.edu/fort-lauderdale Email : lsanchez@aii.edu Fax : 1-954-525-2602 LuWin Sanchez	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	1
10	Careerbuilder 8401 Greensboro Dr Suite 250 McLean, Virginia 22102 Phone : 703-637-7908 Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	1
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 DeLaFuente Manual Posting	Y	0
13	Employee Referral	N	10
14	Employers Partnership 2400 Army Pentagon Washington, District of Columbia 20310 Url : http://www.employerpartnership.org Crystal Arcilla Manual Posting	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
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	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
17	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
18	Indeed.com	N	3
19	Internal Candidate	N	19
20	Internal Transfer/Promotion	N	1
21	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3011 Email : Eloise@ithaca.edu Eloise Green	Y	0
22	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
23	Linked In	N	1

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24	LinkedIn Corporate Solutions 2029 Stierlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	3
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 : traci.hopper@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.naacp.org Clara Luper Manual Posting	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
30	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
31	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
32	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
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 University 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	3
37	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
38	Oklahoma Christian University PO Box 11000 Oklahoma City, Oklahoma 73136 Phone : 405-425-5960 Url : http://www.oc.edu Email : mark.chan@oc.edu Mark Chan	N	0
39	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
40	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
41	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	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
43	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
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	OPUBCO 9000 N Broadway Oklahoma City, Oklahoma 73114 Phone : 405-475-3708 Nancy Simoneau Manual Posting	N	0
46	OSU-OKC 900 Portland Oklahoma City, Oklahoma 73107 Phone : 405-945-8617 Url : http://www.hireosugrads.com Email : careers@okstate.edu Garrett Purdum	N	1
47	Other Source Previous Colleague	N	2
48	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Redlands Community College 1300 S Country Club El Reno, Oklahoma 73036 Phone : 405-422-1406 Url : http://www.redlandscs.edu Terri Barger Manual Posting	N	0
50	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
51	Rose State College 7005 SE 15th Midwest City, Oklahoma 73110 Phone : 405-733-7311 Url : http://www.rose.edu Email : jobplacement@rose.edu Connie Myrick	N	0
52	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, Maryland 21030 Phone : 410-568-1517 Sharon Pickeral Manual Posting	N	9
53	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
54	Station Website	N	3
55	Talent Dynamics Oklahoma Phone : 214-640-3139 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0

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56	TV Jobs Oklahoma Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	4
57	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
58	University of Central Oklahoma 100 N University Edmond, Oklahoma 73034 Phone : 405-974-2639 Url : http://www.uco.edu Email : sscott33@uco.edu Stephanie Scott	N	0
59	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	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			66

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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	2/5/2013	Sponsorship of events in the community designed to increase public awareness	NOAA Weather Radio Day(s) Fox 25 partnered with Midland Radio Corp and Homeland Grocery stores across the state of Oklahoma to stress the importance of making a NOAA weather radio part of their severe weather safety plan. The American Red Cross packaged the weather radios along with safety info and batteries. Every Tuesday and Thursday in February 2013 a free weather radio is given away along with other safety info and batteries.	1	Chief Meteorologist	0.50

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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
2	2/11/2013	Establishment of an intern program designed to assist members of the community	<p>Weather 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	Chief Meteorologist	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
			<p>- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.</p> <p>From Feb. 1 2013 through Jan 31, 2014 the Station Employment Unit had 2 Weather Interns. The interns came to us from The University of Oklahoma.</p>			
3	3/13/2013	Participation in Job Fairs	Participated in Oklahoma Assn of Broadcasters Student Day Career Fair at Will Rogers Theater in Oklahoma City. 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 Asst News Director	0.25
4	4/6/2013	Sponsorship of events in the community designed to increase public awareness	FOX 25/CW34 Hosted a community event "Oklahoma Health & Wellness Expo" April 6, 2013 at the Oklahoma City Fairgrounds Cox Pavilion. Visitors received free health related screenings and materials, live healthy cooking demonstrations. Made available to the public career opportunities available at the FOX 25.	16	Director of Sales Sales Promotions Sr Promo Producer Graphic Designer	0.50
5	4/25/2013	Participation in events sponsored by community groups	A tour group of children and adults from Cub Scout Pack 341 Den 1 in Oklahoma City came by to take a tour of the station as a part of a group outing. Tour included a description of departments and functions of the television station. This is to help the scouts to obtain a communications badge.	1	Promotions Coordinator	0.25

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6	7/31/2013	Participation in Job Fairs	Sharon Pickeral Corp Employment Manager; Carl Puliese, WPEC Operations Manager and David Seals, WZTV Asst News Director attended the National Association of Black Journalists Convention & Job Fair in Orlando Florida 7/31 thru 8/3. They saw over 200 potential applicants in all areas of News including: anchors, reporters, producers and photographers. Sharon and David reviewed and critiqued tapes and talked about Company wide openings in our newsrooms. Tapes and resumes were forwarded to stations at the close of the job fair. Several reporters and station personnel helped at the booth as well.	3	Corp Employment Manager WPEC Operations Manager Assistant News Director	0.25
7	8/30/2013	Participation in Job Fairs	Represented KOKH/KOCB at the Oklahome Employment Security Commisstion Fall Job Fair. 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 career interests. Also spoke about internship opportunities at KOCB/KOKH.	1	Human Resources Coordination	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
8	9/17/2013	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	Executive News Producer	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
			<p>- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.</p> <p>Fall Semester 2013 the Station Employment Unit had 3 Newsroom Interns. Two of the interns came to us from The University of Oklahoma and One intern came to us from Oklahoma State University.</p>			
9	9/19/2013	Participation in Job Fairs	Met with students at Oklahoma State University in Stillwater Oklahoma to discuss their career interests and provide information about career opportunities in the broadcasting industry in general and specific opportunities at KOCB/KOKH that may pertain to their particular career interests. Also spoke about internship opportunities at KOCB/KOKH.	2	Human Resources Coordinator Asst News Director	0.25
10	10/2/2013	Participation in Job Fairs	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 career interests. Also spoke about internship opportunities at KOCB/KOKH.	1	Human Resources Coordinator	0.25
11	10/3/2013	Participation in Job Fairs	Met with potential applicants to discuss their career opportunities and provided information about career opportunities in the broadcasting industry and specific opportunities at KOKH/KOCB that may pertain to their particular career interests. Also spoke about internship opportunities at KOCB/KOKH.	1	Human Resources	0.25

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12	10/16/2013	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.</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.</p> <p>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>	103		1.00

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13	10/17/2013	Participation in Job Fairs	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 career interests. Also spoke about internship opportunities at KOCB/KOKH.	2	Human Resources Asst News Director	0.25
14	1/17/2014	Participation in events sponsored by community groups	<p>Oklahoma City Home & Garden Show</p> <p>A three day event open to the public featuring products and new ideas in remodeling and home improvement and gardening experts.</p> <p>Station staff occupied a booth at the event and provided information regarding current job opportunities at the Stations with instructions on how to apply for open positions.</p>	4	Anchor Morton Wilhelm Dupuy	0.25
TOTAL POINTS OVER REPORTING PERIOD:						6.25