

KOCB, KOKH
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
General Assignment Reporter	1-8, 10-12, 14-15, 17-18, 20-21, 23, 25-44, 46-51, 53-54, 56-59, 62, 64	21
Digital Sales Manager	1, 4-7, 10, 15, 17-18, 20-23, 25-27, 30-33, 35-36, 38-44, 46-51, 54-59, 62-64	22
Lead Master Control Operator	1, 3-7, 10, 13, 15, 17-18, 20-21, 23, 25-27, 30-36, 38-44, 46-51, 54-59, 62-64, 66	21
Master Control Operator	1, 3-7, 10-11, 13-15, 17-20, 23, 25-44, 46, 48-51, 53-59, 62-64, 66	14
Multimedia Journalist	1, 3-7, 10-11, 14-15, 17-20, 23, 25-44, 46, 48-59, 62-64, 66	52
News Producer	1, 3-7, 9-12, 14-21, 23, 25-43, 46, 48-51, 53-59, 62-64, 66	21
Local Sales Assistant	1, 3-8, 10, 14-20, 23, 25-27, 29-44, 46, 48-51, 54-59, 62-64, 66	50
News Producer	1, 3-8, 10-12, 14-21, 23, 25-44, 46, 48-51, 53-59, 62-64, 66	21
Research Director	1, 3-8, 10, 14-20, 23, 25-27, 29-46, 48-51, 54-59, 62-64, 66	45
News Assignment Desk Coordinator	1, 3-8, 10-12, 14-20, 23, 25-44, 46, 48-51, 53-59, 62-64, 66	50
General Assignment Reporter	1-8, 10-21, 23, 25-44, 46, 48-51, 53-59, 62-64, 66	21
General Assignment Reporter	1-8, 10-21, 23, 25-44, 46, 48-51, 53-59, 62-64, 66	21
News Photographer	1, 3-8, 10-11, 14-23, 25-44, 46, 48-51, 53-59, 62-64, 66	22
News Photographer	1, 3-8, 10-11, 14-23, 25-44, 46, 48-51, 53-59, 62-64, 66	26
Digital Content Producer	1, 3-8, 10, 12, 14-20, 23, 25-27, 29-44, 46, 48-51, 54-59, 62-64, 66	25
Sales / Marketing Consultant	1, 3-10, 13-21, 23-27, 29-38, 40-44, 46, 48-51, 54-59, 62-66	65
Sales / Marketing Consultant	1, 3-10, 13-21, 23-27, 29-38, 40-44, 46, 48-51, 54-59, 62-66	21
Sales / Marketing Consultant	1, 3-10, 13-21, 23-27, 29-38, 40-44, 46, 48-51, 54-59, 62-66	13
Sales / Marketing Consultant	1, 3-10, 13-21, 23-27, 29-38, 40-44, 46, 48-51, 54-59, 62-66	50
Sales / Marketing Consultant	1, 3-10, 13-21, 23-27, 29-38, 40-44, 46, 48-51, 54-59, 62-66	9

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Master Control Operator	1, 3-8, 10, 13-21, 23, 25-27, 29-44, 46, 49-51, 54-59, 62-64, 66	13
Traffic Anchor	1, 3-8, 10-12, 14-21, 23, 25-44, 46, 49-51, 53-59, 62-64, 66	21
Broadcast IT Engineer	1, 4-8, 10, 14-21, 23-27, 29-38, 41-42, 46, 49-51, 54-59, 62-64, 66	21
Senior Digital Content News Producer	1, 4-8, 10, 12, 14-21, 23, 25-27, 29-38, 40-44, 46, 49-51, 54-64, 66	21
Digital Content Producer	1, 4-8, 10, 14-20, 23, 25-27, 29-38, 40-44, 46, 49-51, 54-64, 66	50

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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	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	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	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
9	Career Fair	N	2
10	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
11	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.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	Employee Referral	N	8

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14	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	1
15	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	3
16	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
17	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
18	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
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	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
20	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	22
21	Internal Candidate	N	18
22	Internet Ad-not directly contacted by SEU	N	2
23	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
24	Job Board	N	3
25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	5
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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.okcnaacp.org Nadine Craig Manual Posting	N	0
32	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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33	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
34	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
35	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
36	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
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

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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 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 : 405-713-1890 Url : https://okjobmatch.com/ Fax : 1-405-713-1882 Center Manager	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
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Previous Employee	N	1
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.redlandscs.edu Email : student.services@redlandscs.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

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49	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
50	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	11
51	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
52	Station Website	N	1
53	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
54	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
55	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0

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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	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	3
58	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
59	University of Central Oklahoma 100 N University Edmond, Oklahoma 73034 Phone : 405-974-3346 Url : http://www.uco.edu Email : careers@uco.edu Career Development Center	N	0
60	University of Central Oklahoma 100 North University Drive Edmond, Oklahoma 73034 Phone : 405-974-3346 Email : careers@ucok.edu Fax : 1-405-974-3826 Shannon Wilguess	N	0
61	University of Central Oklahoma 100 N. University Edmond, Oklahoma 73034 Phone : 405.974.2000 Email : Dhill33@uco.edu Desiree Hill	N	0

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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	0
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
65	Word of Mouth Referral	N	1
66	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			84

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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	3/7/2018	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	HR Coordinator HR Coordinator
2	3/14/2018	Participation in Job Fairs	Met with students at Rogers State University in Claremore, OK. 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	HR Coordinator HR Coordinator
3	3/23/2018	Participation in events sponsored by community groups	Booth at the Home & Living Show at State Fair Park. On Air News Talent on hand to meet and greet the public. Hundreds came by the booth to meet their favorite News talent and have their pictures taken with them Also Made available to the public career opportunities available at KOKH FOX 25 and KOCB CW 34	8	Creative Services Director Promotions Producer Feature Reporter
4	4/7/2018	Participation in events sponsored by community groups	Had a booth and presented our news talent to meet the public at the Women of Color Expo at Metro Technology Center in Oklahoma City, Hundreds visited the FOX 25 Booth to meet their favorite News talent and have picture taken with them. Made available to the public, career opportunities that are available at FOX 25/CW 34 including internships.	10	Creative Services Director Executive Producer Lifestyle Show Promotions Proudcer Sports Director

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5	4/7/2018	Sponsorship of events in the community designed to increase public awareness	KOKH FOX 25 hosted a town hall meeting to discuss and answer questions from the audience members regarding the gender pay gap in the State of Oklahoma. This was filmed and aired Sunday 4/8/2018 on FOX 25. Also provided to the public, career opportunities including internships at KOKH FOX 25 & KOCB CW 34. Moderators were Jasmine Anderson News Anchor - manned the Social Media Desk during the event. Nikki Nice Host of Lifestyle show "Living Oklahoma" at FOX 25 Panel Members Liz Waggoner, Exec Director Women's Coalition, Holly Cole OKC EEOC Director, Kendra Horn Exec Director Women Lead Oklahoma & District 5 Congressional Candidate, Cynthia Williamson Oklahoma Healthcare Authority Sr HR Coordinator.	4	News Anchor Chief Engineer Host Living Oklahoma News Director
6	4/19/2018	Participation in Job Fairs	Oklahoma Association of Broadcasters Career Fair. Met with 161 students from 13 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/KTUL and other locations with Sinclair Broadcast Group that may pertain to their particular career interests. Also spoke to students regarding internship opportunities at KOCB/KOKH/KTUL and other locations within Sinclair Broadcast Group.	2	Human Resources Coordinator Human Resources Coordinator

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7	8/20/2018	Participation in Job Fairs	Description: The Corporate Sr. 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 convention/career expo in Detroit, MI July 31st to August 4th. 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.	3	Sr Employment Manager Director Training & Development News Talent Manager
8	9/26/2018	Participation in Job Fairs	Met with students at Rogers State University in Claremore, OK. 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	HR Coordinator HR Coordinator
9	10/12/2018	Participation in Job Fairs	Met with students at University of Central Oklahoma Mass Communications Career Fair in Edmond Oklahoma to discuss their career interests and provide career opportunities at KOKH/KOCB. Also discussed career opportunities at stations within Sinclair Broadcast. Also spoke about internships at KOCB/KOKH	3	HR Coordinator Executiive Producer Producer
10	10/16/2018	Participation in Job Fairs	Met with students at University of Oklahoma College of Journalism and Mass Communications Career Fair in Norman Oklahoma on Thursday October 16, 2018. Located at 395 W Lindsey Street. Discussed students career interests and provided career opportunities at KOKH/KOCB. Also discussed career opportunities at stations within Sinclair Broadcast. Also spoke about internships at KOCB/KOKH	2	HR Coordinator HR Coordinator KTUL

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11	11/16/2018	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 November 16, 2018. 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	HR Coordinator Director of Sales Sales Manager Sales Manager

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12	11/26/2018	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>	129	