

		0	News Production Manager
		0	Meteorologist
		0	Morning Director
		0	Morning Technical Director
		0	Production Assistant
		0	Traffic Assistant
		0	Morning Director
		0	Credit Manager
		0	Tech Dir/Audio Op/Graphic Tech
		0	Tech Dir/Audio Op/Graphic Tech
		0	Morning Anchor
		0	Executive News Producer
		0	Wknd Tech Dir/Graphics Tech
		0	Sports Anchor
		0	Producer
43	University of Oklahoma Attn: Rachelle Mattingly 905 Asp Avenue Norman, OK 73069 405-325-1826	0	Reporter
		0	Morning Show Producer
		0	Production Assistant
		0	Morning Audio Operator
		0	Receptionist
		0	Chief Meteorologist
		0	News Production Manager
		0	Meteorologist
		0	Morning Director
		0	Morning Technical Director
		0	Production Assistant
		0	Traffic Assistant
		0	Morning Director
		0	Credit Manager
		0	Tech Dir/Audio Op/Graphic Tech
		0	Tech Dir/Audio Op/Graphic Tech
		0	Morning Anchor
		0	Executive News Producer
		0	Wknd Tech Dir/Graphics Tech
		0	Sports Anchor
		0	Producer
44	Urban League Attn: Beverly Woodson 3900 N. Martin Luther King Oklahoma City, OK 73111 405-424-5243	0	Reporter
		0	On-Air Operator
		0	Morning Show Producer
		0	Production Assistant
		0	Morning Audio Operator
		0	Receptionist
		0	Chief Meteorologist
		0	News Production Manager
		0	Meteorologist
		0	Morning Director
		0	Morning Technical Director
		0	Production Assistant

		0	Traffic Assistant
		0	Morning Director
		0	Credit Manager
		0	Tech Dir/Audio Op/Graphic Tech
		0	Tech Dir/Audio Op/Graphic Tech
		0	Morning Anchor
		0	Executive News Producer
		0	Wknd Tech Dir/Graphics Tech
		0	Sports Anchor
		0	Producer
45	www.tvjobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052	2	Reporter
		0	On-Air Operator
		0	Morning Show Producer
		0	Production Assistant
		0	Morning Audio Operator
		0	Receptionist
		0	Chief Meteorologist
		1	News Production Manager
		2	Meteorologist
		1	Morning Director
		1	Morning Technical Director
		0	Production Assistant
		0	Traffic Assistant
		0	Morning Director
		0	Credit Manager
		0	Tech Dir/Audio Op/Graphic Tech
		0	Tech Dir/Audio Op/Graphic Tech
		0	Morning Anchor
		0	Executive News Producer
		0	Wknd Tech Dir/Graphics Tech
		0	Sports Anchor
		1	Producer
46	www.jobsok.com	0	Reporter
		↓	On-Air Operator
			Morning Show Producer
			Production Assistant
			Morning Audio Operator
			Receptionist
			Chief Meteorologist
			News Production Manager
			Meteorologist
			Morning Director
			Morning Technical Director
			Production Assistant
			Traffic Assistant
			Morning Director
			Credit Manager
			Tech Dir/Audio Op/Graphic Tech

			Tech Dir/Audio Op/Graphic Tech Morning Anchor Executive News Producer Wknd Tech Dir/Graphics Tech Sports Anchor Producer
47	www.careerbuilder.com Allison Weitzman 8401 Greensboro Dr Ste 250 McLean, VA 22102	0 1 0 0 0 2 0 0 0 1 0 0 1 0 1 0 1 0 1 0 0 0 0 0	Reporter On-Air Operator Morning Show Producer Production Assistant Morning Audio Operator Receptionist Chief Meteorologist News Production Manager Meteorologist Morning Director Morning Technical Director Production Assistant Traffic Assistant Morning Director Credit Manager Tech Dir/Audio Op/Graphic Tech Tech Dir/Audio Op/Graphic Tech Morning Anchor Executive News Producer Wknd Tech Dir/Graphics Tech Sports Anchor Producer
48	www.gnewell@602communications.com	0 0	Production Assistant Production Assistant
49	www.medialine.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	On-Air Operator Morning Show Producer Production Assistant Morning Audio Operator Receptionist Chief Meteorologist News Production Manager Meteorologist Morning Director Morning Technical Director Production Assistant Traffic Assistant Morning Director Tech Dir/Audio Op/Graphic Tech Tech Dir/Audio Op/Graphic Tech Executive News Producer Sports Anchor

57	SalesJobs.com 1624 Franklin Street Penthouse Oakland, CA 94612 www.salesjobs.com *ended 6/08	0 ↓	Account Executive
58	Craigslist.com Agent 1381 9 th Avenue San Francisco, CA 94122 Email: www.craigslist.com	0 0 0 1 4 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0	On-Air Operator Morning Show Producer Production Assistant Morning Audio Operator Receptionist Chief Meteorologist News Production Manager Morning Director Morning Technical Director Production Assistant Traffic Assistant Morning Director Credit Manager Tech Dir/Audio Op/Graphic Tech Tech Dir/Audio Op/Graphic Tech Executive News Producer Sports Anchor Producer
59	Entertainmentcareers.net email: www.entertainmentcareers.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	On-Air Operator Morning Show Producer Production Assistant Morning Audio Operator Receptionist Chief Meteorologist News Production Manager Meteorologist Morning Director Morning Technical Director Production Assistant Traffic Assistant Morning Director Credit Manager Tech Dir/Audio Op/Graphic Tech Tech Dir/Audio Op/Graphic Tech Executive News Producer Sports Anchor Producer

60	Emmyonline.org email: www.emmyonline.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Reporter Production Assistant Morning Audio Operator Chief Meteorologist News Production Manager Meteorologist Morning Director Morning Technical Director Production Assistant Morning Director Tech Dir/Audio Op/Graphic Tech Tech Dir/Audio Op/Graphic Tech Executive News Producer Wknd Tech Dir/Graphics Tech Producer
61	TV Spy www.tvspy.com 150 West 22 nd Street 5 th Floor New York, NY 10011	0 0	Reporter Meteorologist
62	Job Nugget www.jobnugget.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Reporter On-Air Operator Production Assistant Morning Audio Operator Receptionist Chief Meteorologist News Production Manager Meteorologist Morning Technical Director Production Assistant Credit Manager Tech Dir/Audio Op/Graphic Tech Tech Dir/Audio Op/Graphic Tech Sports Anchor Producer
62	Production Hub Productionhub.com	0	Production Assistant
62	Monster.com	1 2	On-Air Operator Receptionist

*This station employment unit publishes notices asking organizations that want to be notified of job vacancies to contact us. From the period of February 1, 2008 through January 31, 2009 we have had a request from The Oklahoma Employment Security Commission.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 2-01-08 to 01-31-09

Station(s) Comprising Station Employment Unit KOKH/KOCB

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KOKH/KOCB – OKLAHOMA CITY

Internship Program

The stations have an internship program as defined below:

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.

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 into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are 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 her 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 requirements.

Any person interested in internship opportunities should contact the station for more details.

KOCB/KOKH had one student from the University of Oklahoma participate in our internship program in our Weather Department.

KOCB/KOKH had one student from the University of St. Gallen participate in our internship program in our News Department.

KOCB/KOKH had one student from the University of Oklahoma participate in our internship program in our News Department.

KOCB/KOKH had one student from the University of Oklahoma participate in our internship program in our Sports Department.

Participated in Community Events

Event 1:

Date: May 9, 2008

Participating Employees: Phyllis Williams – Reporter
Rodney Stringer – Chief Photographer

Host/Sponsor of Activity: Bricktown Conference Center

Brief Description of Activity: The event that was participated in was the Oklahoma Sheriff's Association Conference. Representatives from Sheriff's Departments throughout the state were there to talk with a Media Panel about various topics. We were the only Television station represented. Law Enforcement officials had Q&A with Fox 25, wanting to know how they can develop a better working relationship with us when it comes to breaking news and getting information out. They also want to know how they can get us to cover community projects they are working on such as our involvement in Oklahoma's Most Wanted.

Event 2:

Date: September 24, 2008

Participating Employees: Jennifer Jantzen – Assistant News Director

Host/Sponsor of Activity: Canadian Valley Tech Center

Brief Description of Activity: Jenn sits on an advisory panel for students (adult-high school) in the interactive media classes. This was their 1st 08-09 school year meeting to plan and discuss the needs of the panel members. They talked about Jennifer's role in helping students understand the news business and build a plan for Jenn to meet with students to know their projects and offer suggestions and advice. Students were there to help Jennifer understand what their needs are going to be.

Event 3:

Date: October 25, 2008

Participating Employees: Terre Morton – Assn. Editor / Assoc. Producer

Host/Sponsor of Activity: Oklahoma City University – Meinder's Building

Brief Description of Activity: Keynote speaker in encouraging today's idealistic youth who set to change the world by changing themselves. Age Range; 8 to 17 (some parents present in support of the youth kid demographics) the majority of the kids involved attend local urban schools' with offenses ranging from probation, parole, school behavior, and educational special needs. Topics address Child development, dealing with my own personal journey that led to Fox 25 and the current assignments and job responsibilities, career goals within the organization (invited the entire group to come to the station for a better visual). Wrapped the session up with questions and answers from participants.

Event 4:

Date: May 12, 2008

Participating Employees: Jeff George – Chief Meteorologist

Host/Sponsor of Activity: Moore Youth & Family Services

Brief Description of Activity: Gave a severe weather presentation to 17 children. Talked about safety, showed an education video, and took questions regarding weather and severe storm.

Event 5:

Date: February 9, 2008

Participating Employees: Chris Novy – Assistant Chief Engineer

Host/Sponsor of Activity: Union Station Science City / Kansas City, MO

Brief Description of Activity: The event was a severe storm spotter training and public severe weather awareness outreach class. 350 people attended between the age of 12 years to 70 years old.

Event 6:

Date: February 26, 2008

Participating Employees: Chris Novy – Assistant Chief Engineer

Host/Sponsor of Activity: Noble County Public Library, Perry, OK

Brief Description of Activity: This event was a severe storm spotter training and public severe weather awareness outreach class conducted by Noble County Emergency Management Agency. I participated as a volunteer with the weather spotter group teaching approximately 40 adults that attended.

Event 7:

Date: February 23, 2008

Participating Employees: Chris Novy – Assistant Chief Engineer

Host/Sponsor of Activity: Lawrence Civic Center, Lawrence, KS

Brief Description of Activity: This event was a severe storm spotter training and public severe weather awareness outreach class for the general public. Approximately 300 or more kids and adults attended.

Event 8:

Date: February 21, 2008

Participating Employees: Chris Novy – Assistant Chief Engineer

Host/Sponsor of Activity: Blaine County Fire Department, Watongo, OK

Brief Description of Activity: This event was a severe storm spotter training and public severe weather awareness outreach class conducted by Blaine County Emergency Management Agency. This was also conducted by police, fire and EM workers. Approximately 30 adults attended.

Event 9:

Date: June 21, 2008

Participating Employees: Jeff George – Chief Meteorologist

Host/Sponsor of Activity: Sam's Club Safety Event

Brief Description of Activity: This event was held for the general public where we discussed severe weather and summer/heat safety, handed out fliers about the station and open jobs, and autographed promotional photos.

Participated in Educational Events

Event 1:

Date: February 7, 2008

Participating Employees: Jeff George – Chief Meteorologist

Host/Sponsor of Activity: Apple Creek Elementary 3rd Grade Students

Brief Description of Activity: The presentation is very interactive with experiments as well as having the kids assist with other hands on activities. The topics range from weather basics and reinforcing what has been taught in their classrooms to severe weather safety. A session of questions and answers were held at the end.

Event 2:

Date: May 21, 2008

Participating Employees: Andrew Speno – Evening Anchor

Host/Sponsor of Activity: West Field Elementary School

Brief Description of Activity: Spoke to elementary kids about how TV news works, the importance of communication and the media.

Event 3:

Date: February 15, 2008

Participating Employees: Jennifer Jantzen- Assistant News Director

Host/Sponsor of Activity: University of Central OK

Brief Description of Activity: Broadcasting students starting a section on producing. Jen was asked to speak on producing styles and how to build a newscast. Spoke to the

students on how to pick what's best for the viewers. The students asked questions about producing their nightly newscast and how Fox 25 makes our daily decisions.

Event 4:

Date: February 21, 2008

Participating Employees: Jeff George – Chief Meteorologist

Host/Sponsor of Activity: Kingsgate Elementary 5th Grade Students

Brief Description of Activity: The presentation is very interactive with experiments as well as having the kids assist with other hands on activities. The topics range from weather basics and reinforcing what has been taught in their classrooms to severe weather safety. A session of questions and answers were held at the end.

Event 5:

Date: February 26, 2008

Participating Employees: Jeff George – Chief Meteorologist

Host/Sponsor of Activity: Stand Waitie Elementary 4th Grade Students

Brief Description of Activity: The presentation is very interactive with experiments as well as having the kids assist with other hands on activities. The topics ranged from weather basics and reinforcing what has been taught in their classrooms to severe weather safety. A session of questions and answers were held at the end.

Event 6:

Date: March 4, 2008

Participating Employees: Jeff George – Chief Meteorologist

Host/Sponsor of Activity: Briarwood Elementary 2nd Grade Students

Brief Description of Activity: The presentation is very interactive with experiments as well as having the kids assist with other hands on activities. The topics range from weather basics and reinforcing what has been taught in their classrooms to severe weather safety. A session of questions and answers were held at the end.

Event 7:

Date: March 11, 2008

Participating Employees: Jeff George – Chief Meteorologist

Host/Sponsor of Activity: Spencer Elementary 3rd Grade Students

Brief Description of Activity: The presentation is very interactive with experiments as well as having the kids assist with other hands on activities. The topics range from weather basics and reinforcing what has been taught in their classrooms to severe weather safety. A session of questions and answers were held at the end.

Event 8:

Date: March 14, 2008

Participating Employees: Jeff George

Host/Sponsor of Activity: Teaching Little Hearts & Hands Learning Academy for the Kindergarten Students

Brief Description of Activity: The presentation is very interactive with experiments as well as having the kids assist with other hands on activities. The topics range from weather basics and reinforcing what has been taught in their classrooms to severe weather safety. A session of questions and answers were held at the end.

Event 9:

Date: March 14, 2008

Participating Employees: Jennifer Jantzen – Assistant News Director
Lisa Monahan - Reporter

Host/Sponsor of Activity: A conference hosted by the University of Central Oklahoma on the news industry and the ethical use of video and pictures to tell our stories. Sat on a panel to field questions from students and other professionals. The Communications Department planned the event to help their students understand the role ethics played in our newsroom's story planning and selection.

Event 10:

Date: April 2, 2008

Participating Employees: Jennifer Jantzen – Assistant News Director

Host/sponsor of Activity: Canadian Valley Technology Center

Brief Description of Activity: Jennifer mentors a group of students in an organization called Girl Tech. They are Interactive media students at Canadian Valley Technology Center in Chickasha. They came to the station for a tour to learn about using producing, production, graphic design, etc. in our field.

Event 11:

Date: November 12, 2008

Participating Employees: Lisa Steves – Local Sales Assistant

Host/sponsor of Activity: Ad Club Career Day Tour

Brief Description of Activity: Oklahoma City Ad Club hosts a career day every year inviting students from Oklahoma Universities to attend. The purpose of the event is to get students interested in careers in advertising with advertising industry professionals. The day is made up industry tours, round table discussions, a luncheon speaker and a mini advertising competition. This year 77 students from the following universities attended: University of Oklahoma, Oklahoma State University, Oklahoma City University, Oklahoma Christian University, University of Central Oklahoma, Southwestern Oklahoma State University, Southeastern Oklahoma State University, Northwestern Oklahoma State University and Northeastern Oklahoma State University. Fifteen of the students from these participating universities toured our facility.

Event 12:

Date: November 13, 2008

Participating Employees: Lexi Smith – Account Executive
Wendy Linke – Account Executive

Host/sponsor of Activity: Oklahoma City University

Brief Description of Activity: spoke to entrepreneurship class regarding advertising. The class consisted of approximately 15 students, all of which were in the process of writing business plans for their own small business. We specifically discussed television advertising. The class concluded with a question and answer session.

Event 13:

Date: November 24, 2008

Participating Employees: Joe Spadea – News Director

Host/sponsor of Activity: Sequoya Middle School

Brief Description of Activity: Spoke to two groups of 8th graders about the TV profession. Spoke about what jobs are available in the newsroom and what kind of education you need to get into the TV profession. Showed students samples of the morning and evening newscasts.

Event 14:

Date: December 3, 2008

Participating Employees: Lexi Smith – Account Executive
Wendy Linke – Account Executive

Host/sponsor of Activity: University of Oklahoma

Brief Description of Activity: Spoke to approximately 50 students about their jobs as Account Executives. The students were taking class to explore the possibility of pursuing a career in radio or TV sales.

Event 15:

Date: December 4, 2008

Participating Employees: John Wilhelm – Sales Promotions

Host/sponsor of Activity: Station Tour / Deer Creek School

Brief Description of Activity: A group of 32 students and one instructor from the Diire Creek School District's Fundamentals of Digital Media class toured the facility. They visited each department, were given an explanation of the station's operations, and had a chance at the end for questions.

Event 16:

Date: January 21, 2009

Participating Employees: Courtney Thomas – Morning News Producer

Host/sponsor of Activity: Casady High School

Brief Description of Activity: Fox 25 is partnering with Casady High School to teach students about the field of TV. Casady students are producing a news segment bi-weekly that airs on the Fox 25 Morning News. The segment topic is selected by Casady students

who then produce, shoot, write and edit the story with oversight from Fox 25 morning News Producer, Courtney Thomas. The students are getting hands-on professional experience and instruction from Fox 25 photographers, editors and producers in all aspects of television news production.

Participation in a Job Fair

Event 1:

Date: March 5, 2008

Participating Employees: Stephanie Nelson – Human Resources Manager

Host/Sponsor of Activity: Oklahoma City Community College

Brief Description of Activity: Met with students to discuss their career interests and provided 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.

Participation in a Job Fair

Event 2:

Date: April 11, 2008

Participating Employees: Stephanie Nelson – Human Resources Manager

Host/Sponsor of Activity: Mid-America Christian University

Brief Description of Activity and Station Participation: I met with students to discuss their career interests and provided 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.

Participation in a Job Fair

Event 3:

Date: March 26, 2008

Participating Employees: Stephanie Nelson – Human Resources Manager

Host/Sponsor of Activity: Oklahoma Christian University

Brief Description of Activity and Station Participation: Met with students to discuss their career interests and provided 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.

Participation in a Job Fair

Event 4:

Date: October 1, 2008

Participating Employees: Stephanie Nelson – Human Resources Manager

Host/Sponsor of Activity: Oklahoma City Community College

Brief Description of Activity and Station Participation: Met with students to discuss their career interests and provided information about career opportunities in the broadcasting industry in general and specific opportunities at KOCB/KOKH that may pertain to their career interests and provided information about career opportunities at Fox 25 and CW34 that may pertain to their particular career interests. Also spoke about internship opportunities at KOCB/KOKH.

Participation in a Job Fair

Event 5: Hosted

Date: October 8, 2008

Participating Employees: Shannon Storozyszyn – New Business Development Mgr. Ben Capers – AE; Jamie Taylor – AE; David Lee – AE; George Perez – AE; Stephanie Sims – Creative Director; John Wilhelm – Sales Promotions; Melissa Stonebarger – Graphic Designer/Editor

Host/Sponsor of Activity: Career Fair / Marriott Hotel

Brief Description of Activity and Station Participation: Fox 25 and CW34 set up a location and invited other vendors to purchase a booth and participate in our career fair for the public at the Marriott Hotel. About 25 businesses participated. About 500 of the public attended the event. We also provided a booth at the event 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 career interest.

Participation in a Job Fair

Event 6:

Date: October 10, 2008

Participating Employees: Stephanie Nelson – Human Resources Manager

Host/Sponsor of Activity: Oklahoma Employment Security Commission

Brief Description of Activity and Station Participation: Met with individuals to discuss their career interests and provided 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.

Participation in a Job Fair

Event 7: Hosted

Date: October 22, 2008

Participating Employees: Stephanie Nelson – Human Resources Manager

Host/Sponsor of Activity: Marriott Northwest Express Way

Brief Description of Activity and Station Participation: Fox 25 and CW34 set up a location and invited other vendors to purchase a booth and participate in our career fair for the public at the Marriott Hotel. About 25 businesses participated. About 500 of the public attended the event. We also provided a booth at the event 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 career interest.

Participation in a Job Fair

Event 8:

Date: October 16, 2008

Participating Employees: Stephanie Nelson – Human Resources Manager

Host/Sponsor of Activity: Marriott Northwest Express Way

Brief Description of Activity and Station Participation: Met with students to discuss their career interests and provided 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.

Training

SBG, Inc and its stations (KOCB / KOKH) 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 to all new employees and managers.