



Federal Communications Commission
Washington, D.C. 20554
April 25, 2012

Christine A. Reilly
Pillsbury, Winthrop, Shaw, Pittman, LLP
2300 N Street, NW
Washington, DC 20037-1122

Re: KOCB-TV, Oklahoma City, OK, Facility ID # 50170
KOKH-TV, Oklahoma City, OK, Facility ID # 35388

Dear Ms. Reilly:

We have completed our review of the response of KOCB License, LLC, ("KOCB"), licensee of the above-noted stations, to the February 16, 2012 random audit letter sent to it in accordance with the provisions of Section 73.2080(f)(4) of the Commission's Equal Employment Opportunity (EEO) rules.

As a result of our review, we find that no further action is required. In accordance with Section 73.3526(e)(10) of the Commission's rules for commercial stations or Section 73.3527(e)(11) for non-commercial stations, KOCB must place copies of this letter, our February 16 audit letter, and its audit response in the public inspection file of each station. KOCB must maintain these materials in the files until grant, by final order, of its next renewal application of its license for the station to which the file relates.

Should you have any questions regarding this matter, please contact Cassandra Queen of the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau

cc: David B. Amy, Senior Manager
KOCB License, LLC
1228 E. Wilshire Blvd
Oklahoma City, OK 73111



RECEIVED 3/27/12

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March 27, 2012

By Hand Delivery

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MAR 27 2012

Federal Communications Commission
Bureau / Office

EEO Staff, Policy Division
Media Bureau
Federal Communications Commission
445 Twelfth Street, SW
Washington, DC 20554

Re: **KOCB Licensee, LLC**
KOCB(TV), Oklahoma City, OK, FAC ID: 50170

Dear Sir or Madam:

Transmitted herewith, on behalf of KOCB Licensee, LLC, the licensee of Station KOCB(TV), Oklahoma City, Oklahoma, is KOCB(TV)'s response to the letter from Lewis Pulley, Assistant Chief of the Policy Division, Media Bureau, dated February 16, 2012 ("February 16 Letter").

The February 16 Letter states that the station's employment unit has been randomly selected for an audit of its EEO program. It should be noted that the employment unit consists of KOCB(TV) and KOKH-TV, Oklahoma City, Oklahoma, FAC ID: 35388, which are under common ownership.

If there are any questions concerning this matter, please communicate with the undersigned.

Very truly yours,

Christine A. Reilly

Enclosures
533070-0000031

Response of KOCB Licensee, LLC to February 16, 2012 Letter

KOCB Licensee, LLC, the licensee of Station KOCB(TV), FAC ID 50170, Oklahoma City, Oklahoma ("KOCB"), hereby responds to the February 16, 2012 Letter (the "February 16 Letter") from Lewis C. Pulley, Assistant Chief, Policy Division, Media Bureau, Federal Communications Commission. The February 16 Letter states that the employment unit for KOCB has been selected for an audit of its EEO program.

KOCB and commonly owned KOKH-TV, Oklahoma City, Oklahoma, FAC ID: 35388 are in the same market and share one or more full-time employees. Accordingly the stations constitute a single station employment unit. Consequently, the February 16 Letter requires the respondent to supply the Commission with information regarding its full-time employees who work at KOCB and KOKH-TV (collectively the "Unit"). KOCB hereby responds to the questions posed in that February 16 Letter.

Question 3(a)

The two most recent EEO Public File Reports are attached as Exhibit 1. The station's website address are:

KOCB(DT): <http://www.cwokc.com/>

KOKH-TV: <http://www.okcfox.com/>

The Unit's most recent EEO public file report is properly linked on both websites.

Question 3(b)

The responsive materials, which include all available dated copies of advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the vacancies, are attached as Exhibit 2.

Question 3(c)

The number of interviewees for each vacancy and the referral source for each interviewee are listed in the two EEO Public File Reports attached as Exhibit 1.

Question 3(d)

The Unit employs 107 full-time employees and is located in a market with more than 250,000 people. Therefore, the Unit must perform four recruitment initiatives during each two year period. The Unit's EEO recruitment initiatives are described in the attached EEO Public File Reports and supporting documentation is included as Exhibit 3.

Question 3(e)

Two complaints involving the Unit were filed and resolved during the station's current license term. The complaints were filed with the Equal Employment Opportunity Commission ("EEOC") in 2003 and 2005.

Specifically, on April 22, 2003, Richard Enderwood, filed a charge with the EEOC in Oklahoma alleging age discrimination (Charge No. 311-2-3-00990). On September 22, 2003, the charge was dismissed and Mr. Enderwood was issued a right to sue letter. On December 19, 2003, Mr. Enderwood filed a complaint against Sinclair Broadcast Group, Inc., Sinclair Television of Oklahoma, Inc. dba KOCB and KOKH, M. William Butler and Donald H. Thompson in the U.S. District Court, Western District of Oklahoma (CIV-03-1729-T). Messrs. Butler and Thompson have been dismissed from the case and KOKH, LLC has been substituted for Sinclair Television of Oklahoma, Inc. The complaint alleges age discrimination, wrongful termination, and violation of Oklahoma statutes relating to accrued vacation time. KOKH filed a Motion for Summary Decision, which was granted by the U.S. District Court on June 8, 2006.

Mr. Enderwood appealed the decision to the Tenth Circuit Court of Appeals, Case No. 06-6232, which affirmed the U.S. District Court's Order on April 23, 2007.

On March 7, 2005, Phyllis Williams filed a charge with the EEOC in Oklahoma against KOKH-TV involving allegations of race, age, sex discrimination and equal pay (Charge No. 311-2005-00703). On September 19, 2007 it became a litigation matter. Case No. CIV-07-1043-D US District Court for the Western District of OK Race & Gender discrimination, violation of Equal Pay Act, and Retaliation claims - subject to different terms and conditions of employment and paid less than other similarly situated employees. There was no finding of age discrimination nor violation of the Equal Pay Act. The case was settled in March 2011.

Question 3(f)

Each level of management is responsible for adhering to the following EEO policy of its parent company, Sinclair Broadcast Group, Inc.:

- All managers within the TV stations are held accountable to ensure that they adhere to the FCC's EEO rule and policies as well as all nondiscrimination laws.
- It is the station's responsibility to inform all employees and employee organizations (where applicable) of our EEO Policy and enlist cooperation from our employees to ensure our hiring practices meet EEO standards.
- All stations must communicate with community sources and enlist assistance in recruiting for all vacancies.
- It is the responsibility of all managers to exclude any and all forms of prejudice or discrimination in hiring practices.
- It is the responsibility of all station management to continuously review job structure and employment practices to ensure equality of opportunity.

In order to adhere to the policy mentioned above, the station follows a Three Prong Outreach System to ensure that the station recruits for all full-time vacancies, notifies any and all community groups and organizations that request job vacancy information, and performs additional recruiting activities from a menu of options.

Outreach Prong 1 – Recruitment for Full-Time Vacancies

It is the obligation of the station to recruit for full-time vacancies and ensure a “wide-dissemination” of information concerning each job vacancy. This is achieved by utilizing a variety of recruitment sources designed to achieve broad outreach and target all segments of the broadcast community’s population, e.g. trade schools, junior colleges, colleges and universities, minority and women’s groups and organizations, community organizations, area unemployment facilities, and other groups or organizations that assist in job placement. All vacancies are posted to the corporate website with an employment link found on the station’s website.

The station also maintains a mailing list of organizations that have requested to receive all job vacancy information. The station promotes openings to as many sources as possible, actively pursues additional sources that target women and minorities, and attends local job fairs.

Outreach Prong 2 – Notification to Community Groups

The station makes a great effort to make certain that all job vacancies are sent to those organizations requesting information. The station notifies the community on how to receive notice of vacancies by utilizing tools such as on-air spots.

Outreach Prong 3 – Menu Option Initiatives

The station chooses at least four (4) options from the following menu to widely disseminate information to the community and ensure broad outreach. The underlined options indicate the utilized mechanisms the station chose to inform employees and job applicants of its EEO policies and programs.

- Attend Four (4) Job Fairs
- Host Two (2) Job Fairs
- Co-sponsor Community Job Fair with Minority Focus
- Develop Internship Program
- Participate in Four (4) Educational Events

- Sponsor at last Two (2) Community Information Events to Educate Public on Broadcasting Careers
- Alternative Internet Programs beyond Posting of Jobs
- Participate in Four (4) Community Events
- Develop Scholarship Program
- Develop Training Program to Foster Promotability
- Mentoring Program for Station Employees
- Post Upper-level Jobs in Trade Publications and Minority-Focused Publications
- Train Management on EEO and Discrimination Issues

Question 3(g)

The station keeps a list of all full-time vacancies each year, by job title, as well as a list of all organizations sent information on job vacancies. Dated copies of advertisements, letters, faxes, and e-mails announcing job vacancies are also maintained. Furthermore, each year a report is created for and placed into the station's public file and posted to the station's website on the anniversary date of the filing of the station's license renewal application. The station is also utilizing the IHire Applicant Tracking System to track how applicants hear of any job openings. The system also allows for the station to maintain recruitment reports as well as EEO statistics.

Question 3(h)

It is the policy of the station that employment decisions will be based on such factors as merit, qualifications, competence, and the needs of the station. Employment practices are not influenced or affected by virtue of the applicant's or employee's race, color, creed, religion, sex, national origin, age, disability, handicap, or any other characteristic protected by law.

The station puts forth the following efforts to ensure that there is equal opportunity within employment practices and no discriminatory effects:

- Formal performance reviews are conducted annually to provide both department heads and all employees the opportunity to discuss job tasks, identify and correct weaknesses, encourage and recognize strengths, and discuss positive, purposeful approaches for meeting goals. At this time, all employees are reviewed for merit increases and pay adjustments.

- The station follows an annual budget established by the corporate headquarters. Pay scales are determined prior to the selection process.
- All employees are subject to a probation period of ninety (90) days. This is an opportunity for new employees to become familiar with the company and their job. Successful completion of this period determines the eligibility of all employees for company benefits.
- Department transfers and promotions are strongly encouraged. Therefore, the station employs an Internal Application Program to inform employees of openings and to identify qualified and interested applicants who might not otherwise be known to the hiring manager. Generally, all employees must have at least one year of service and have performed competently in their current position for at least one year prior to applying for another position.

Question 3(i)

The station is not a religious broadcaster.

Executed this 27 day of March 2012 under penalty of perjury.


David B. Amy
Senior Manager of KOCB Licensee, LLC

EXHIBIT 1 - EEO Public File Reports

KOCB(TV)/KOKH-TV 2010-2011 Annual EEO Public File Report

Annual EEO Public File Report Form
KOKH/KOCB – Oklahoma City
Annual EEO Public File Report

The purpose of the EEO Public File Report (396) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KOKH/KOCB – OKLAHOMA CITY and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning February 1, 2010 to and including January 31, 2011 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed "interviewed" when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from February 1, 2010 to January 31, 2011

Station(s) Comprising Station Employment Unit: KOKH/KOCB – Oklahoma City

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Weekend Producer	Station Website	5
2	Morning News Reporter	Station Website	2
3	Photographer	Internal	2
4	Morning Editor / Audio	Internal	4
5	Asst. Advertising Support Ops Manager	Internal	7
6	On-Air Operator	Newsok.com	5
7	Multi-Media Journalist	Internal	3
8	Technical Director/Audio	Referral	4
9	Producer / Reporter	Station Website	3
10	Photographer	TVJobs.com	3
11	Photographer	TVJobs.com	4
12	On-Air Operator	Referral	4
13	Investigative Reporter	TVJobs.com	1
14	On-Air Operator	Station Website	1
15	Inventory Specialist	Internal	7
16	General Assign Reporter	Station Website	1
17	On-Air Operator	TVJobs.com	2
18	Morning Editor/Audio	Internal	2

Total Number of Persons Interviewed During Applicable Period: 60

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 02/01/10 to 01/31/11

Station(s) Comprising Station Employment Unit: KOKH/KOCB

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	American Broadcasting School Attn: Ben Cobb 4511 S.E. 29 th Street Oklahoma City, OK 73115 405-672-6511	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Weekend Producer Morning News Reporter Photographer Morning Editor / Audio Asst. Advertising Support Ops Manager On-Air Operator Multi-Media Journalist Technical Director/Audio Producer / Reporter Photographer Photographer On-Air Operator Investigative Reporter On-Air Operator Inventory Specialist General Assign Reporter Morning Editor/Audio
2	AWRT Job Bank Attn: Dian Johnson 444 E. Britton Road Oklahoma City, OK 73114 405-478-9562	0 0 0 0 0	Weekend Producer Morning News Reporter Photographer Morning Editor / Audio Asst. Advertising Support Ops Manager
	Removed from list effective 8/24/10. No longer a free listing.	0 0 0 0	On-Air Operator Multi-Media Journalist Technical Director/Audio Producer / Reporter

3	Bishop State Community College 351 N. Broad Street Mobile, AL 36603-5898 Attn: Juliette Wornack 251-662-5371	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
4	Bureau of Indian Affairs Attn: Jeannie Cooper P.O. Box 1478 Anadarko, OK 73005 405-247-6673	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
5	Canadian Valley Vo-Tech Attn: Tammy Casady 1401 Michigan Chickasha, OK 73018 405-224-7220 tcasady@cvtech.org	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter

		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
6	Francis Tuttle Area Vo-Tech Center Attn: Mary Berundage 127777 North Rockwell Oklahoma City, OK 73142 405-717-4277	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
7	Hispanic Link News Service Attn: Carlose Erickson 1420 N. Street NW Washington, DC 20005 202-234-0280 carlose@hispaniclink.org	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio

8	Internal – Current Employee KOKH/KOCB Contact: Stephanie Nelson 1228 E. Wilshire Blvd. OKC, OK 73111	0	Weekend Producer
		1	Morning News Reporter
		1	Photographer
		3	Morning Editor / Audio
		2	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		1	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		1	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		1	Morning Editor/Audio
9	Langston University Attn: James Wallace P.O. Box 1255 Langston, OK 73050 405-466-3240	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
10	Local Paper Daily Oklahoman 9000 Broadway Ext. Oklahoma City, OK 73114 Attn: Carol Hoefar		

11	Metro Tech Attn: Stephanie Bills 1900 Springlake Drive Oklahoma City, OK 73111 405-605-4804	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops
			Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
12	Moore-Norman Vo-Tech Center Attn: Jana Cline 4701 Twelfth Avenue NW Norman, OK 73069 405-364-5763	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops
			Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
13	NAACP Attn: Clara Luper P.O. Box 11021 Oklahoma City, OK 73136 405-848-0771	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops
			Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter

		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
14	National Assoc. of Black Journalists Attn: Kaphree Dobson 8701-A Adelphi Road Adelphi, MD 20783 301-445-7100	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
15	National Assoc. of Broadcasters Attn: Karen Hunter 1771 North Street, NW Washington, DC 20036 202-429-5300 www.nab.org	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio

16	National Assoc. of Hispanic Journalists Attn: Lepicia Salazar 1000 National Press Building 529 14 th Street, NW Washington, DC 20045 202-662-7145 jobbank@nahj.org	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
17	National Black MBA Assoc. Attn: Debbie Tarver 180 N. Michigan Avenue, Ste. 1515 Chicago, IL 60601 312-236-2622	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
18	National Hispanic Media Coalition Attn: Claudia Flores 2514 S. Grand Avenue Los Angeles, CA 90007 213-534-3026	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter

		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
19	Native American Journalists Assoc. Attn: Karen Pillatzki 555 Dakota Street Vermillion, SD 57069 605-677-5282 www.naja.com	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
20	Native American Public Telecommunications Attn: Lynn Warren P.O. Box 83111 Lincoln, NE 68501 402-472-3522	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio

21	Oklahoma Assoc. of Broadcasters Attn: Nancy Struby 6520 N. Western, Ste. 104 Oklahoma City, OK 73116 405-848-0771	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		1	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		1	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
22	Oklahoma Baptist University Attn: Stephanie Barbour 500 West University Oklahoma City, OK 73106 405-878-2416	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
23	Oklahoma City Community College Attn: Debra Vaughn 7777 South May Oklahoma City, OK 73159 405-682-1611 Ext. 7369	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter

		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
24	Oklahoma City University Attn: Lynette Martin 2501 N. Blackwelder Oklahoma City, OK 73106 405-208-4913	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
25	Oklahoma Christian University Attn: Jennifer Rocheleau P.O. Box 11000 Oklahoma City, OK 73136 405-425-5000	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio

26	Oklahoma Department of Human Svc Donna Wills Email: Donna.Wills@okdhs.org OKDHS Oklahoma County 55J 1115 SE 66 th Street Oklahoma City, OK 73149	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops
			Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
27	Oklahoma State Employment Service Attn: Sharon Neece 4509 South I-35 Service Road Oklahoma City, OK 73129 405-670-9100	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops
			Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
28	Oklahoma State University – Career Services Attn: Jeff Grizzle 360 Student Union Stillwater, OK 74078 405-744-5000	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops
			Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter

		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		1	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
29	Oklahoma State University – Oklahoma City / OSU-OKC 900 N Portland Avenue Oklahoma City, OK 73107 Attn: Garrett Purdum 405-945-8617	0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
	** Added to List Effective 9/2/10**		
30	Oklahoma University School of Journalism/Communications Attn: Kathy Sawyer 395 W. Lindsay, Rm #3000 Norman, OK 73019 405-325-2721	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer
		0	On-Air Operator
		0	Investigative Reporter
		0	On-Air Operator
		0	Inventory Specialist
		0	General Assign Reporter
		0	On-Air Operator
		0	Morning Editor/Audio
31	Opportunities Industrialization Attn: Patricia Kelly 400 North Walnut Oklahoma City, OK 73104 405-235-2651	0	Weekend Producer
		0	Morning News Reporter
		0	Photographer
		0	Morning Editor / Audio
		0	Asst. Advertising Support Ops Manager
		0	On-Air Operator
		0	Multi-Media Journalist
		0	Technical Director/Audio
		0	Producer / Reporter
		0	Photographer
		0	Photographer

		0 0 0 0 0 0 0	On-Air Operator Investigative Reporter On-Air Operator Inventory Specialist General Assign Reporter On-Air Operator Morning Editor/Audio
32	Redland Community College Attn: Sonja Flaming 1300 S. County Club El Reno, OK 73036 405-262-2552	0 0 0 0 0	Weekend Producer Morning News Reporter Photographer Morning Editor / Audio Asst. Advertising Support Ops Manager
		0 0 0 0 0 0 0 0 0 0 0 0 0 0	On-Air Operator Multi-Media Journalist Technical Director/Audio Producer / Reporter Photographer Photographer On-Air Operator Investigative Reporter On-Air Operator Inventory Specialist General Assign Reporter On-Air Operator Morning Editor/Audio
33	Referral	1 1 3 1 1 1 1 2 1 2	Weekend Producer Morning Editor / Audio Asst. Advertising Support Ops Manager On-Air Operator Multi-Media Journalist Technical Director/Audio Producer / Reporter Photographer On-Air Operator Inventory Specialist
34	Rose State College Attn: Brenda Wright 6420 S.E. 15 th Street Midwest City, OK 73110 405-733-7377	0 0 0 0 0 0 0 0	Weekend Producer Morning News Reporter Photographer Morning Editor / Audio Asst. Advertising Support Ops Manager On-Air Operator Multi-Media Journalist Technical Director/Audio