

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2018 - January 31, 2019

Stations Included in Report: KBEZ-FM, KFAQ-AM, KHIT-FM, KJRH-TV, KVOO-FM, KXBL-FM

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				14
C2	Internal Candidate / WorkLife				15
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			50
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		24
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	
C111	External/Candidate Referral				2
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				12
C131	Agency/Search Firm				6
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		20
C162	602 Communications		www.602communications.com		1
C164	Glassdoor.com (via scraping)		www.glassdoor.com		1
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C168	Glassdoor	100 Shoreline Highway Building A Mill Valley, CA 94941	Glassdoor	8883559323	1
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C187	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C188	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C197	NABJ	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1486	Goodwill Industries of Tulsa - Clarice Floyd (cfloyd@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1487	Goodwill Industries of Tulsa - Diane Nash (dnash@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1488	Goodwill Industries of Tulsa - Monique Jennings (Job Connection Specialist) (mjennings@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1489	Jack C. Montgomery VA Medical Center - (arnold.crozier@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1490	Jack C. Montgomery VA Medical Center - (arnold.crozier@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1491	OKDRS 9mulgee - Rob Gragg (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1492	OKDRS Bartlesville - Rob Gragg (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1493	OKDRS Claremore - Rob Gragg (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1494	OKDRS Muskogee - Rob Gragg (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1495	OKDRS Tulsa - Rob Gragg (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1496	OKDRS Tulsa - Rob Gragg (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1497	OKDRS Tulsa - Rob Gragg (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1498	OKDRS Tulsa - Rob Gragg (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1499	The University of Tulsa (Golden OpporTUnities) Tulsa, OK - (careerhelp@utulsa.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1500	Workforce Oklahoma - Okmulgee Center - (ruthann.smith@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1501	Workforce Oklahoma - Bartlesville Center - Bartlesville, OK 74006 (manager.bartlesville@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1502	Workforce Oklahoma - Claremore Center - (ron.mullen@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1503	Workforce Oklahoma - Muskogee Center - (patty.garner@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1504	Workforce Oklahoma - Pryor Center - (jack.james@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1505	Workforce Oklahoma - Pryor Center - Pryor, OK 74361 (marsha.cunningham@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1506	Workforce Oklahoma - Sapulpa Center - (jon.nelson@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1507	Workforce Oklahoma - Sapulpa Center - (robert.williams@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1508	Workforce Oklahoma - Sapulpa Center - (robert.williams@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1509	Workforce Oklahoma - Bartlesville Center - (manager.bartlesville@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1510	Workforce Oklahoma - Bartlesville Center - (michael.costello@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1511	Workforce Oklahoma Center - (kelli.ingraham@oescc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1512	Workforce Oklahoma Center - (manager.eastgate@oescc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1513	Workforce Oklahoma Center - (manager.eastgate@oescc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1514	Workforce Oklahoma Center - Stephen Sullivan (Veterans Representative) (stephen.sullivan@oescc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

Local Sources

L1	Resonance	1608 South Elwood Tulsa, OK 74119	Career Coordinator	918-581-3888	
L2	Workforce Oklahoma	2 N. Elgin Tulsa, OK 74120	Ron Julian	918-596-2153	
L3	Oklahoma Association Broadcasters	6520 N. Western Ave Oklahoma City, OK 73116	Nancy Struby	405-848-0771	
L4	American Broadcasting School	4511 S. E. 29th Street Oklahoma City, OK 73115	Staci Cockrell	405-672-6511	
L5	Autry Technology	1201 W. Willow Road Enid, OK 73703	Ashley Skrapke	580-242-2750	
L6	Cameron University	2800 W. Gore Lawton, OK 73506	Steve Adams	580-581-2477	
L7	Canadian Valley Technology Center	6605 Highway 66 Reno, OK 73036	Kale Larkin	405-262-2629	
L8	Eastern Oklahoma County Technology	4801 N. Choctaw Choctaw, OK 73020	Vickey Davies	405-390-9591	
L9	Great Plains Technology Center	4500 W. Lee Blvd Lawton, OK 73505	Carla Codopony	580-250-5535	
L10	High Plains Technology Center	3921 34th Street Woodward, OK 73801	Amber Riley	580-256-6618	
L11	Langston University	226 Page Hall Langston, OK 73050	Bianca Bryant bjbryant@langston.edu	405-466-3281	
L12	Metro Technology Centers	1600 Springlade Dr Oklahoma City, OK 73111	Aaron Walker	405-595-4804	
L13	Northeast OK Technology Center	PO Box 487 Pryor, OK 74362	Jeanie Fox	918-825-7040	
L14	Northeastern State University	705 North Grand Tahlequah, OK 74464	Gayle Anderson	918-456-5511 x3110	
L15	Northern Oklahoma College	PO Box 310 Tonkawa, OK 74653	Dean Pearcy	580-628-6446	
L16	Northwest Technology Center	1801 South 11th Ave Alva, OK 73717	Sharon Corder	580-327-0344	
L17	Northwestern Oklahoma State University	709 Oklahoma Blvd Alva, Ok 73717	Jennifer Grassano	580-327-8606	

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L18	Oklahoma Baptist University	500 West University Shawnee, OK 74804	Ronald Johnson	405-878-2351	
L19	Oklahoma Christian University	13800 Benson Road, Edmond, OK Edmond, OK 73013	Candace Owens candace.owens@oc.edu	405-425-5960	
L20	Oklahoma City Community College	7777 S. May Ave Oklahoma City, OK 73159	Gwin Lippert	405-982-1611	
L21	Oklahoma State University	206 Paul Miller Bldg	Jack Hodgson	405-744-8282	
L22	Oklahoma State - OKC	900 N. Portland Oklahoma City, OK 73107	Gill Smith	405-945-8680	
L23	Oklahoma Wesleyan University	2201 Silver Lake Rd Bartlesville, OK	Alice Bunker	918-335-6219	
L24	Rogers State University	1701 W. Will Rogers Blvd Claremore, OK	Cathy Coomer	918-343-7670	
L25	Southeastern Oklahoma State University	1405 N. 4th Ave Durant, OK 74701	Scott Hensley	580-745-2270	
L26	Southern Oklahoma Tech	2610 Sam Noble Pkwy Ardmore, OK	Sandy Chambers	580-223-2070	
L27	Tri-County Technology Center	6101 Southeast Nowata Rd Bartlesville, OK	Kerensa Kester	918-333-2422	
L28	Tulsa Community College	909 S. Boston	Beverly Bailey	918-595-7045	
L29	University of Central Oklahoma	100 University Blvd	Careers Supervisor careers@uco.edu	405-974-3346	
L30	University of Oklahoma	860 Van Vleet Oval Norman, OK 73019	Kathy Adams	405-325-2721	
L31	University of Tulsa*	600 S. College Tulsa, OK 74104	Melissa Radford recruitingcoordinator@tulsa.edu www.hireTUgrads.com	918-631-2896	
L32	Southern Nazarene University	6729 NW 39th Expressway Bethany, OK	Miriam Key	918-631-2549	
L33	National Association of Black Journalists	8800 Lakewood Dr #117 Windsor, CA	Career Services Coordinator www.nabj.org	405-491-6684	
L34	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	Online Posting http://www.allaccess.com	310-457-6616	
L35	Bates Technical College	2320 S. 19th Street Tacoma, WA 98405	Shirley Miller skmiller@bates.ctu.edu	253-680-7240	
L36	Brown College	1440 Northland Drive Mendota Heights, MN 55120	https://browncollege.optimalresume.com/employers /login.php	651-905-3465	
L37	Central Michigan University*	340 Moore Hall Mount Pleasant, MI 48859	Michelle Kalisek Kalis1m@cmich.edu	979-774-3851	
L38	Cherokee Nation Employment	P. O. Box 948 Tahlequah, OK 74465	Katherine Wester personnel@cherokee.org	918-456-0671	
L39	Collins College	4750 S. 44th Place Phoenix, AZ 85040	Amy Roberts, Sr. Career Advisor aroberts@collinscollege.edu	480-446-1112	
L40	Department of Human Rights	707 S. Houston Suite 303 Tulsa, OK 74127	Dyanne Jones rwade@ci.tulsa.ok.us	918-596-7818	

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L41	East Central University	1100 E. 14th St. Ada, OK 74820	careerdevelopment@ecok.edu	580-332-8000	
L42	Emerson College*	113 Gray Street Arlington, MA 2476	Mary Sullivan careers@emerson.edu	781-646-1077	
L43	Francis Tuttle Technology Center	12777 N. Rockwell Avenue Oklahoma City, OK 73142	http://www.collegecentral.com /CCNEngine	405-717-7799	
L44	Greater Tulsa Hispanic Chamber of Commerce	10802 East 21st Street Suite A Tulsa, OK 74147	Karina Patlen admin@tulsahispanicchamber.com	918-664-5326	
L45	Handicapped Concerns Office	2401 N W 23rd Suite 90 Oklahoma City, OK 73107	Marilyn Burr marilyn.burr@ohc.state.ok.us	405-521-3756	
L46	Idaho State University Dept. of Mass Communication	921 S. 8th Aavenue Pocatello, ID 83209	Tom Hallaq masscomm@isu.edu	208-282-6453	
L47	Inside Radio	PO Box 567925 Atlanta, GA 31156		800-248-4242 ext. 711	
L48	John Brown University	2000 W. University St. Siloam Springs, AR 72761	http://www.collegecentral.com /CCNEngine	479-524-7263	
L49	KGOU/KROU	OU/Kaufman Hall Room 339 Norman, OK 73019	Laura Knoll lknoll@ou.edu	405-325-3388	
L50	Mayor's Commission of Human Rights	707 S. Houston Suite 303 Tulsa, OK 74127	D. Hall dhall@ci.tulsa.ok.us	918-596-7818	
L51	Midwestern State University*	3410 Taft Blvd. Wichita Falls, TX 76308	Dr. Jim Sernoe jim.sernoe@mwsu.edu	940-397-4391	
L52	Mississippi State University	P.O. Box PF/130 McComas Hall Mississippi State, MS 39762	Karyn Brown kbrown@comm.msstate.edu	662-325-7952	
L53	Ohio & Illinois Centers for Broadcasting	520 S. State Street Chicago, IL 60605	Don Clark dclark@beonair.com/ gary@beonair.com	3112-884-8000	
L54	Oklahoma Association of Black Journalists	P.O. Box 13005 Oklahoma City, OK 73113	Russell Lacour russell.lacour@tulsaworld.com	918-902-6013	
L55	Oklahoma City University	2501 N. Blackwelder Oklahoma City, OK 73106	Lynette Martin lmartin@okcu.edu	405-208-4913	
L56	Oklahoma Panhandle State University	P. O. Box 430 Goodwell, OK 73939	Christi Hale joblist@opsu.edu	580-349-2611	
L57	Oral Roberts University	7777 South Lewis Tulsa, OK 74171	John Brown careers@oru.edu	918-495-6722	
L58	OU School of Journalism	395 W. Lindsey Norman, OK 73019	oucs@ou.edu	405-325-2721	
L59	Radio Television Digital News Association	529 14th Street NW Suite 1240 Washington, D.C., 20045	http://www.rtdna.org/		
L60	Rose State College	6420 S. E. 15th Street Midwest City, OK 73110	Brenda Wright jobplacement@rose.edu	405-733-7373	
L61	Society of Broadcast Engineers	9102 North Meridian Street Suite 150 Indianapolis, IN 46206	http://www.sbe.org	317-846-9000	

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L62	Southwest Oklahoma State University	100 Campus Drive Weatherford, OK 73096	Tiffany Hawkins tiffany.hawkins@swosu.edu	580-772-6611	
L63	Tucson Veteran Affairs	3601 S. 6th St. Ave Tucson, AZ 85723	Cheryll Frazier cheryll.frazier@va.gov	520-792-1450	
L64	Tulsa Help Wanted	One Civic Center Plaza Suite 506 Poughkeepsie, NY 12601	Marie Vignogna www.tulsahelpwanted.com	800-365-8630	
L65	Tulsa Metro Chamber	William Center Tower II, 2 West 2nd Street Suite 150 Tulsa, OK 74103	Warren Unsicker warrenunsicker@tulsachamber.com	918-585-1201	
L66	Tulsa Technology Center	P. O. Box 477200 Tulsa, OK 74147	Deb McCaskey www.tulsatech.edu/jbconnect	918-828-5216	
L67	Tulsa Urban Leagus	240 E. Apache Street Tulsa, OK 74106	Marquetta Finley jferre@mtul.org	918-584-0001	
L68	University of Colorado at Boulder	1511 University Avenue 478UCB Boulder, CO 80309	Christine Mahoney www.myinterfase.com/ cuboulder_journalism.employer	303-492-0460	
L69	University of Iowa	Iowa City, IA 52242	Online Posting http://uiowa-csm.symplicity.com //employers	319-335-1023	
L70	University of North Texas	P. O. Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L71	University of Wisconsin-Oskosh Radio TV & Film	800 Algoma Road Oskosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L72	Workforce Comanche Nation	584 NW Bingo Road HC 32, Box 1720 Lawton, OK 73507	Donna Victorian dvict@lawtonnet.net	877-492-4922	
L73	YWCA-Women's Resource Center	1503 S. Denver Tulsa, OK 74119	Joyce King jking@ywcatusla.org	918-588-9393	

Total Number of Interviewees Referred: 151

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [13860]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L20, L30, L35, L36, L37, L38, L39, L42, L44, L46, L51, L52, L54, L55, L56, L60, L63, L65, L70, L71	Code Number: C97 Start Date: 2018-02-26
Account Exec, Integrated [14579]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C111, C116, C130, C131, C132, C134, C165, C168, L19, L30, L31, L37, L42, L51, L57	Code Number: C130 Start Date: 2018-10-08
Account Exec, Integrated [15017]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C180, C181, C182, C183, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, L19, L30, L31, L42, L57	Code Number: C3 Start Date: 2019-01-22
Account Exec, Radio [14025]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L31, L37, L42, L51	Code Number: C130 Start Date: 2018-04-02
Account Manager [JR020061]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514	Code Number: C1 Start Date: 2019-01-14
Assignment Editor [14600]	C1, C2, C3, C5, C6, C9, C12, C14, C69, C97, C130, C131, C132, C134, C165, L11, L30, L31, L37, L42, L44, L51, L55, L57	Code Number: C1 Start Date: 2018-08-29
Assoc Account Exec, TV [15061]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C116, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514	Code Number: C1 Start Date: 2019-01-28

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Asst News Director [JR020165]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, C180, C181, C187, C188, C197, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514	Code Number: C2 Start Date: 2019-01-21
Commercial Producer [14337]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L19, L29, L30, L31, L41, L42, L44, L51, L57	Code Number: C3 Start Date: 2018-06-18
Creative Services Tech III [14695]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L11, L30, L31, L37, L42, L44, L51, L55, L57	Code Number: C3 Start Date: 2018-09-12
Digital Content Producer [14216]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L11, L15, L17, L18, L19, L20, L29, L30, L55	Code Number: C2 Start Date: 2018-04-23
Digital Content Producer [14716]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167, L11, L30, L31, L37, L42, L44, L51, L55, L57	Code Number: C1 Start Date: 2018-10-01
Dir, Creative Services [14238]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C162, C164, L11, L18, L20, L21, L29, L30, L31, L42, L55	Code Number: C2 Start Date: 2018-07-02
Events Coordinator [14738]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L11, L30, L31, L37, L42, L44, L51, L55, L57	Code Number: C134 Start Date: 2018-09-17
Exec Producer [13614]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, L6, L30, L35, L37, L38, L44, L46, L51, L54, L55, L56, L58, L60, L62, L63, L65, L70, L71	Code Number: C3 Start Date: 2018-02-01
Exec Producer, Digital [14715]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C2 Start Date: 2018-08-27
Meteorologist, Weekend [14698]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L11, L30, L31, L37, L42, L44, L51, L55, L57	Code Number: C3 Start Date: 2018-12-17
Morning Anchor, MMJ [14675]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L11, L19, L30, L31, L37, L42, L44, L51, L57	Code Number: C1 Start Date: 2018-09-10

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [14193]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L11, L31, L37, L42, L44, L51	Code Number: C3 Start Date: 2018-06-04
Multimedia Journalist [14374]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L11, L31, L37, L38, L42, L44, L51	Code Number: C2 Start Date: 2018-06-18
Multimedia Journalist [14642]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-07-30
Photographer II [14017]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C1 Start Date: 2018-03-26
Photographer II [14247]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L30, L31, L37, L42, L51	Code Number: C1 Start Date: 2018-06-25
Photographer II [14538]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L19, L30, L31, L42, L57	Code Number: C3 Start Date: 2018-07-10
Producer [13422]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C95, C97, C100, C130, C131, C132, C134, L6, L19, L30, L31, L35, L36, L37, L38, L39, L41, L42, L44, L52, L54, L56, L57, L58, L60, L62, L63, L65, L70, L71, L73	Code Number: C97 Start Date: 2018-02-19
Producer [14241]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, L6, L11, L18, L19, L20, L21, L24, L29, L30, L31	Code Number: C130 Start Date: 2018-06-04
Radio On-Air Personality [13515]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L30, L35, L37, L38, L39, L42, L46, L51, L52, L54, L56, L58, L60, L62, L63, L65, L70, L71	Code Number: C3 Start Date: 2018-03-01
Sports Anchor [14485]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2018-07-30
Sr Dir, News [14869]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C130, C131, C132, C134, C165, C167, L11, L19, L30, L31, L37, L42, L44, L51, L57	Code Number: C97 Start Date: 2018-12-03

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Tulsa University Brand Center Job Fair on 4-11-2018 attended by Whitney Grover Director of Sales-TV, Lyndsey Kammin Digital Sales Manager-TV, and Shanna Galbreath HRBP.
	Oklahoma Association of Broadcasters Career Fair held on 4-19-2018 attended by Whitney Grover Director of Sales, Lyndsey Kammin Digital Sales Manager, Shanna Galbreath HRBP, Don Dobbs Director of Engineering, Brittany Miller Assistant News Director.
	Shelby Travis-Program Director Radio, attended Oklahoma Association of Broadcasters, Student Day Career fair April-9-2018.
	Tulsa University Brand Center Job Fair on 4-11-2018 attended by Alexis Trotter Radio Promotions Manager and Dan Smith General Manager of Sales-Radio.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	April 7, 2018 all five meteorologists, Kristen Horne, Joh Haverfield, Brandon Wholey, Taft Price, Michael Collier and the storm chasers participated in the Woodland Hills Mall Severe Weather Expo. Presented a weather show and spoke to participants about careers in meteorology and signed autographs.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	At Scripps we have a broad commitment to building our leadership capabilities at all levels of the company. We invest in a nationally-recognized leadership program called The Leadership Challenge (TLC), which is designed to develop leaders and accelerate leadership throughout the organization. Station management identified three individuals (3-KJRH TV) within our organization who showed leadership qualities that could be developed into management level employees. The three candidates were selected for a corporate-wide leadership program known as the "Leadership Champion" program. They attended a training and information program with similar employees from other of the company's business units near the corporate headquarters on September 23-27,2018.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	In September 2018, the Scripps Equal Employment Opportunity policy compliance course was completed by all people managers.
	Julian Johnson-Interim News Director and Shanna Galbreath-HRBP, attended a Diversity Training titled the unconscious Bias.
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	March 3, 2018 2 Works for You, Scripps Green Country Regional Spelling Bee Anchor Scott Thompson acted as emcee of the event. His remarks aimed to inspire participants to think about their career goals and highlight opportunities in broadcast journalism. Many company employees also volunteered at the event.

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Students from North Bixby High School visited with our meteorologists on January 25, 2018. They took a tour and watched our newscasts and asked questions about weather for class projects.</p>
	<p>May 1, 2018 Steve Hunter, Radio Operations Manager, spoke with Radio/Television/Audio Production students at Tulsa Tech (a college-level technical college) about careers in broadcasting, focusing on openings at the Tulsa radio stations. Two students applied for interviews after the presentation.</p>
	<p>Dawn Herring, spoke at the Tulsa Kiwanitas meeting (the ladies auxiliary club affiliated with the Tulsa Kiwanis Club, a service club). She spoke on careers in radio for all ages, the education required, and opportunities for women, and how these opportunities have changed in the last 30 years.</p>
	<p>All 5 Radio stations run a daily on-air promo about our EEO policies and how to contact us.</p>