

EEO Public File Report		
February 1, 2022 - January 31, 2023		
Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KTSB, KHTT, KVOO, KXBL)		
A. Full-Time Vacancies Filled During Last Year		
Job Title	Date Filled	Referral Source of Hiree
KOTV Editor	2/17/2022	Employee Referral
KOTV Producer	3/8/2022	Employee Referral
KOTV Master Control Operator	3/11/2022	Oklahoma Association of Broadcasters
KOTV Photojournalist	3/15/2022	Indeed
KOTV Anchor/Reporter	5/3/2022	Station Website
KOTV Staff Meteorologist	5/6/2022	Employee Referral
KOTV News Topical Producer	5/6/2022	Word of Mouth
KOTV Producer	5/6/2022	LinkedIn
Griffin Radio Multi Media Sales Coordinator	5/11/2022	Employee Referral
Gcomm Graphic Designer	5/16/2022	Word of Mouth
KOTV Associate Producer	5/17/2022	Station Website
KOTV Multimedia Journalist	5/18/2022	Employee Referral
KOTV Anchor/Reporter	5/18/2022	LinkedIn
KOTV Audio Operator	6/1/2022	Station Website
KOTV Multimedia Journalist Feature Reporter	6/10/2022	Employee Referral
KOTV Multimedia Journalist	6/10/2022	Employee Referral
KOTV Photojournalist	6/14/2022	Employee Referral
KOTV Multimedia Journalist	6/24/2022	Friend
Griffin Media Traffic Coordinator	9/20/2022	Employee Referral
KOTV Multimedia Journalist	9/23/2022	Employee Referral
KOTV KQCW Account Executive	10/13/2022	Word of Mouth
Griffin Media Digital Sales Traffic Coordinator	11/22/2022	Employee Referral
KOTV Producer	12/12/2022	Employee Referral
KOTV Assignment Editor	12/14/2022	Station Website
KOTV Associate Producer	1/4/2023	Online Job Posting
B. Referral Sources Used to Seek Candidates for Each Vacancy		
See Appendix 1		
C. Total Number of Interviewees for All Full-Time Vacancies Filled During Last Year		
81		
D. Total Number of Interviewees for All Full-Time Vacancies During Last Year Per Recruitment Source		
See Appendix 2		
E. Total Number of Referral Sources for All Full-Time Vacancies Filled During Last Year Per Recruitment Sources		
See Appendix 3		
F. Outreach Activities		
See Appendix 4		
<i>Griffin Communications is an Equal Opportunity Employer</i>		

EEO Public File Report Appendix 1**February 1, 2022 - January 31, 2023****Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KTSB, KHTT, KVOO, KXBL)**

Organization	Email Address	Contact	Address	Phone
Cameron University	student_development@cameron.edu		2800 W Gore, Lawton, OK 73505	580-581-2209
Cameron University	triley@cameron.edu	T Riley	2800 W Gore, Lawton, OK 73505	580-581-2425
Collective Talent	bille@michaelsmedia.com	Michael Bille		
Gaylord College of Journalism & Mass Communications	gaylordextra@ou.edu	Rachel Eikenbary	395 W Lindsey, Norman, OK 73019	405-325-3689
Great Plains Technology Center	jobpostings@greatplains.edu		4500 S W Lee Blvd, Lawton, OK 73505	580-250-5535
Handicapped Concerns Office	marilyn.burr@ohc.state.ok.us	Marilyn Burr	2712 Villa Prom, Oklahoma City, OK 73107	405-521-3756
Howard University School of Communications	cdudley@howard.edu	Carol Dudley	525 Bryant St NW Washington, DC 20059	202-806-5806
Langston University	cdross@langston.edu	CD Ross	PO Box 1255, Langston, OK 73050	877-466-2231
Langston University	kjflannigan@langston.edu	KJ Flannigan	PO Box 1255, Langston, OK 73050	877-466-2231
Metro Technology Center	mike.shelton@metrotech.edu	Mike Shelton	1901 Springlake Drive, Oklahoma City, OK 73111	405-424-8324
Missouri University	career@missouri.edu		76 G Gannett Hall, Columbia, MO 65211	573-882-0373
NAACP Media	media@oknaacp.org			
NAACP Oklahoma	oknaacp@oknaacp.org		2001 N Martin Luther King Ave, Oklahoma City, OK 73111	
Oklahoma State University	careers@okstate.edu	Kellie Ebert	360 Student Union, Stillwater, OK 74078	405-744-8252
Oklahoma State University	gina.noble@okstate.edu	Gina Noble	361 Student Union, Stillwater, OK 74078	405-744-5254
Oral Roberts University	careers@oru.edu	Gloria Smith	7777 S Lewis, Tulsa, OK 74171	918-495-6912
Public Relations Society of America	careers@prsaokc.com		PO Box 18702, Oklahoma City, OK 73154	405-726-9900
Rose State University	careercoach@rose.edu	Cindy Freeman	6420 SE 15th, Midwest City, OK 73110	405-733-7377
South Eastern Oklahoma State University	placement@se.edu	Scott Hensley	1405 N 4th Ave, Durant, OK 74701	580-745-2270

Southern Nazarene University	career@snu.edu	Miriam Key	6729 NW 39th Expressway, Bethany, OK 73008	405-491-6684
Southwestern Oklahoma State University	jonna.myers@swosu.edu	Jonna Myers	100 Campus Drive, Weatherford, OK, 73096	580-774-3233
Tulsa Community College	careerservices@tulsacc.edu		3727 E Apache St, Tulsa, OK 74115	918-595-7000
TV Jobs	jobs@tvjobs.com	Mark Holloway	PO Box 4116, Oceanside,, CA 92052	760-754-8177
University of Arkansas	ericae@uark.edu	Erica Estes	1 University of Arkansas, Fayetteville, AR 72701	479-575-3514
University of Arkansas	ginas@uark.edu	Gina S	205 Kimpel Hall, Fayetteville, AR 72701	479-575-6265
University of Arkansas	lfoley@uark.edu	Larry Foley	205 Kimpel Hall, Fayetteville, AR 72701	479-575-3601
University of Arkansas	recruit@uark.edu		1 University of Arkansas, Fayetteville, AR 72701	479-575-2805
University of Central Oklahoma	careers@uco.edu	Julie Smith	100 N University Dr, Edmond, OK 73034	405-974-3346
University of Central Oklahoma, Broadcasting	mscott@uco.edu	Mark Scott	100 N University Dr, Edmond, OK 73034	405-974-5581
University of North Texas	eric.green2@unt.edu	Eric Green		
University of Oklahoma	ksawyer@ou.edu	Kathy Sawyer	395 W Lindsey, Norman, OK 73019	405-325-5226
University of Oklahoma	leereynolds@ou.edu	Lee Reynolds	395 W Lindsey, Norman, OK 73019	405-325-5226
University of Oklahoma	melanieadams@ou.edu	Melanie Adams	900 Asp Ave Suite 323, Norman, OK 73019	405-325-1974
University of Oklahoma	oucs@ou.edu	Alex Bratchelor	900 Asp Ave Suite 323, Norman, OK 73019	405-325-1974
University of Tulsa	aaron-smith@utulsa.edu	Aaron Smith	600 S College, Tulsa, OK 74104	918-631-2841
University of Tulsa	david-moncrief@utulsa.edu	David Moncrief	600 S College, Tulsa, OK 74104	918-631-2841
YWCA of Tulsa	info@ywcatusla.org		1503 S Denver, Tulsa, OK 74119	918-588-9393

Job Boards	Email Address	Contact	Address	Phone
All Access Profile	maddie.stockard@griffin.news	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
Asian American Journalist Association	eric@journalismnext.com	Eric Wee	PO Box 117, Windsor, CA 95492	626-792-3846
Griffin Communications Job Listings	maddie.stockard@griffin.news	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
Handshake Profile (Northwestern Oklahoma State University, Oklahoma Christian University, Oklahoma City University, Oklahoma State University Institute of Technology, Southeastern Oklahoma State University, Southwestern Oklahoma State University, University of Oklahoma, University of Arkansas, University of Central Oklahoma, Arkansas State University, Arkansas Tech University, Harding University, Oral Roberts University, Rogers State University, Southern Nazarene University, University of Tulsa, East Central University, Langston University, University of Missouri, University of North Texas)	maddie.stockard@griffin.news	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
Internal Job Postings	maddie.stockard@griffin.news	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
LinkedIn	maddie.stockard@griffin.news	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
National Association of Black Journalists	eric@journalismnext.com	Eric Wee	8800 Lakewood Dr #117, Windsor, CA 95492	626-792-3846
National Association of Hispanic Journalists	eric@journalismnext.com	Eric Wee	PO Box 117, Windsor, CA 95492	626-792-3846
Native American Journalist Association	jmedina@naja.com	Justine Medina	395 W Lindsey St, Norman, OK 73019	316-734-1102
News 9 Job Listings	maddie.stockard@griffin.news	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
News On 6 Job Listings	maddie.stockard@griffin.news	Maddie Stockard	303 N Boston Ave, Tulsa, OK 74103	405-841-9176
Oklahoma Association of Broadcasters	struby@oabok.org	Nancy Struby	6520 N Wester Ave, Suite 104, Oklahoma City, OK 73116	405-848-0771

EEO Public File Report Appendix 2**February 1, 2022 - January 31, 2023****Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KTSB, KHTT, KVOO, KXBL)**

Organization	Web Address	# of Interviewees
Employee Referral	N/a	21
Facebook	facebook.com/GriffinOklahoma	2
Google Jobs	careers.google.com	1
Handshake	app.joinhandshake.com/emp/employers/97886	1
Indeed	indeed.com/jobs	9
Internal	ADP Workforce Now Career Center / Paycom Job Opportunities	14
LinkedIn	linkedin.com/company/griffinoklahoma	3
Oklahoma Association of Broadcasters	oabok.org/jobs	1
Online Job Posting	Not specified	1
Station Website	griffin.news/jobs	18
Word of Mouth / Friend	N/a	10
Total		81

EEO Public File Report Appendix 3

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Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KTSB, KHTT, KVOO, KXBL)

Job Title	Date Filled	# of Interviewees	Internal	Station Website	Employee Referral	Indeed	Handshake	Word of Mouth / Friend	LinkedIn	OAB	Google Jobs	Online Job Posting	Facebook	Candidate Selected
KOTV Editor	2/17/2022	3	0	1	1	1	0	0	0	0	0	0	0	Employee Referral
KOTV Producer	3/8/2022	4	0	1	3	0	0	0	0	0	0	0	0	Employee Referral
KOTV Master Control Operator	3/11/2022	13	0	5	0	5	0	1	0	1	0	0	1	Oklahoma Association of Broadcasters
KOTV Photojournalist	3/15/2022	3	0	1	0	1	1	0	0	0	0	0	0	Indeed
KOTV Anchor/Reporter	5/3/2022	5	2	1	1	1	0	0	0	0	0	0	0	Station Website
KOTV Staff Meteorologist	5/6/2022	1	0	0	1	0	0	0	0	0	0	0	0	Employee Referral
KOTV News Topical Producer	5/6/2022	1	0	0	0	0	0	1	0	0	0	0	0	Word of Mouth
KOTV Producer	5/6/2022	1	0	0	0	0	0	0	1	0	0	0	0	LinkedIn
Griffin Radio Multi Media Sales Coordinator	5/11/2022	2	0	1	1	0	0	0	0	0	0	0	0	Employee Referral
Gcomm Graphic Designer	5/16/2022	3	0	0	0	1	0	1	0	0	1	0	0	Word of Mouth
KOTV Associate Producer	5/17/2022	2	0	1	1	0	0	0	0	0	0	0	0	Station Website
KOTV Multimedia Journalist	5/18/2022	2	0	0	1	0	0	1	0	0	0	0	0	Employee Referral
KOTV Anchor/Reporter	5/18/2022	5	3	0	1	0	0	0	1	0	0	0	0	LinkedIn
KOTV Audio Operator	6/1/2022	1	0	1	0	0	0	0	0	0	0	0	0	Station Website
KOTV Multimedia Journalist Feature Reporter	6/10/2022	3	0	0	1	0	0	2	0	0	0	0	0	Employee Referral
KOTV Multimedia Journalist	6/10/2022	4	0	0	3	0	0	1	0	0	0	0	0	Employee Referral
KOTV Photojournalist	6/14/2022	2	0	1	1	0	0	0	0	0	0	0	0	Employee Referral
KOTV Multimedia Journalist	6/24/2022	1	0	0	0	0	0	1	0	0	0	0	0	Friend
Griffin Media Traffic Coordinator	9/20/2022	3	2	0	1	0	0	0	0	0	0	0	0	Employee Referral
KOTV Multimedia Journalist	9/22/2022	2	1	0	1	0	0	0	0	0	0	0	0	Employee Referral
KOTV KQCW Account Executive	10/13/2022	4	0	0	1	0	0	2	1	0	0	0	0	Word of Mouth
Griffin Media Digital Sales Traffic Coordinator	11/22/2022	3	2	0	1	0	0	0	0	0	0	0	0	Employee Referral
KOTV Producer	12/12/2022	3	2	0	1	0	0	0	0	0	0	0	0	Employee Referral
KOTV Assignment Editor	12/14/2022	5	0	3	1	0	0	0	0	0	0	0	1	Station Website
KOTV Associate Producer	1/4/2023	5	2	2	0	0	0	0	0	0	0	1	0	Online Job Posting
Totals		81	14	18	21	9	1	10	3	1	1	1	2	

EEO Public File Report Appendix 4

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Career Fairs

1. Virtual Tulsa Collegiate Career Fair – on Handshake (The University of Tulsa, Tulsa Community College, Oklahoma State University-Tulsa, University of Oklahoma-Tulsa, Oral Roberts University, Northeastern State University, Rogers State University, Langston University-Tulsa)
 - a. February 9, 2022
 - b. Attendee: Human Resources Coordinator
2. Oklahoma City University Spring 2022 All Majors Career and Internship Virtual Fair – on Handshake
 - a. February 15, 2022
 - b. Attendees: Human Resources Coordinator and Director of Human Resources, Oklahoma City
3. University of Oklahoma College of Journalism and Mass Communication Career and Internship Fair
 - a. March 1, 2022
 - b. Attendee: Executive Producer and Director of Human Resources, Oklahoma City
4. University of Oklahoma College of Atmospheric and Geographic Sciences Career and Internship Fair
 - a. March 1, 2022
 - b. Attendees: Human Resources Coordinator and Staff Meteorologist
5. University of Oklahoma College of Atmospheric and Geographic Sciences Virtual Career and Internship Fair – on Handshake
 - a. March 2, 2022
 - b. Attendees: Human Resources Coordinator and Director of Human Resources, Oklahoma City
6. Oklahoma Association of Broadcasters Career Fair
 - a. March 24, 2022
 - a. Attendees: Vice President of Content, Human Resources Coordinator, and Director of Human Resources, Tulsa

Internships

1. News On 6 Marketing Internship
 - a. Posted 8/24/2022
2. News On 6 Newsroom Internship

- a. Posted 8/24/2022
- 3. Griffin Radio Internship
 - a. Posted 9/4/2022

Internship Requirements:

- Must have completed at least 60 credit hours
- GPA of 2.75 or above
- Internship is for college credit
- Must be self-motivated and work well with others

Job Shadow Program

Purpose: To provide eligible employees a day-long opportunity to learn about other jobs in the organization.

- Who is eligible to apply:
 - Employees who have been with the station 1 year or longer – full or part-time
 - Employees considered “in good standing” at the time of application
- How the program works:
 - Employees notify their supervisor of their interest in the program, specifying the department and position of interest
 - If eligible, the applicant’s supervisor coordinates the shadowing with the supervisors of the department/position request
 - If more than one employee in the department applies, the supervisor and department head will decide who gets the opportunity for that quarter
 - The day/time for the shadowing will be selected by the supervisors involved, giving consideration to time of year, demands of the departments, etc.
- Details:
 - Interested employees should make their requests by these dates:
 - Before December 31st for January-March Shadowing
 - Before March 31st for April-June Shadowing
 - Before June 30th for July-September Shadowing
 - Before September 30th for October-December Shadowing

- Employees who shadow will be compensated as normal, and the time worked will fall within the bounds of a regular work week
- There will be 4 opportunities a year for shadowing in each department, 1 per quarter
- 1 shadow experience per year, per person
- Those selected agree to conform to the dress and behavior expectations set as the standard by the supervisors in the department/position they are shadowing

Diversity and Inclusion

We reached out to the following organizations on February 2, 2022 to ask if they had any recruiting opportunities for us to participate in.

- National Association of Black Journalists
- National Association of Hispanic Journalists
- Asian American Journalists Association
- Native American Journalists Association

Local Chapter President of the National Association of Black Journalists - News On 6 Multimedia Journalist

Participated in Meet the Press Day with the National Association of Black Journalists

- December 10, 2022
- Attendee: Director of Content – Tulsa, Multimedia Journalist

2022 Best Practices Award Recipient from the National Association of Black Journalists – Tulsa Chapter

- Award Criteria:
 - The Impact of a Media Organization on its Community
 - Minority Hiring Practices
 - Professional Growth and Development of Black Journalists
 - News Content and Coverage of the Black Experience

- Awarded on December 9, 2022

Equal Employment Opportunity Process Review

Vice President of Human Resources and Human Resources Coordinator met on February 1, 2022 to review our EEO process.

Other Outreach

Executive Producer spoke to Producing class at University of Oklahoma College of Journalist on September 22, 2022

Participated in the Riverside 2022 Industry Partnership Event at Tulsa Tech on November 15, 2022

Executive Producer spoke to Journalism class at Rogers State University on November 17, 2022