

KOKI-TV, KMYT-TV
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

I. VACANCY LIST

See Master Recruitment Source List (MRS�) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Director/Technical Director (147887)	1-38; 40-44; 48	38
Maintenance Engineer (1410875)	1-38; 40-44; 48	29
Producer (1412640)	1-38; 40-44; 48	33
Graphic Designer (1410613)	1-38; 40-44; 48	35
Full Time Photojournalist (151108)	1-38; 40-44; 48-49	38
Full Time Photographer (152833)	1-38; 40-44; 48	38
Multi-Media Journalist Reporter (1410032a)	1-38; 40-45; 48	29
Multi-Media Journalist Reporter (1410032b)	1-38; 40-45; 48	29
Sales Assistant (155068)	1-38; 40-44; 48	38
Digital Content Producer (1412829)	1-38; 40-44; 46; 48-50	33
Producer (149076)	1-38; 40-45; 48	45
Creative Services Writer/Producer (152415)	1-38; 40-44; 48-49	38
Local Sales Manager (152360)	1-38; 40-44; 47-49	30
Reporter (152236)	1-38; 40-44; 48-50	50
Director/Technical Director (158224)	1-38; 40-44; 48	33
Multi-Media Journalist Reporter (1410031)	1-38; 40-45; 48; 49	30
Account Executive – Media Sales (153707)	1-38; 40-44; 48-49	33
Sales Assistant (157867)	1-38; 40-44; 48-49	33
Master Control Switcher (1511553)	1-38; 40-44; 48	42
Full Time Photojournalist (156575)	1-38; 40-44; 48	29
Multi-Media Journalist (159096)	1-38; 40-44; 48	38
Creative Services Writer/Producer (1518514a)	1-38; 40-44; 48	29
Creative Services Writer/Producer (1518514b)	1-38; 40-44; 48	38
Sales Assistant (1517627)	1-38; 40-44; 48	38

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II. Master Recruitment Source List

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
1	AARP 6539 East 31 st Street. Ste 9 Tulsa, OK 74145	Ellen Swift Phone: 918-621-4480	sectulsaok@aol.com		N
2	American Broadcasting School 4511 SE 28 th St. Oklahoma City, OK 73115	Stacy Cochrell Phone: 405-672-6511	abs@radioschool.com		N
3	American Indian Ed. Training & Employment Center 4801 North Classen Blvd. Ste 200 Oklahoma City, OK 73118	Elaine Oliver Phone: 405-810-9202	Elaine.oliver@uuic.org		Y
4	Cameron University Career Svcs 2800 West Gore Blvd. Lawton, OK 73505	Paula Merrifield Phone: 580-581-6769	hircameronagacies@cameron.edu		N
5	Department of Human Services 444 South Houston Tulsa, OK 74127	Sharon Reed Phone: 918-581-2913	Sharon.reed@okdhs.org		N
6	John Brown University 2000 West University Street Siloam Springs, AR 72761	Brittany Ladner Phone: 479-524-7263	cda@jbu.edu		Y
7	Metro Technology Center 4901 South Bryant Oklahoma City, OK 73129	Aaron Walker Phone: 405-595-4804	Aaron.walker@metrotech.edu		N
8	Northeastern State University 705 North Grand Tahlequah, OK 74464	Gayle Anderson Phone: 918-444-3110	Anderson@nsuok.edu		N
9	Northern Oklahoma College 1220 East Grand Avenue Tahlequah, OK 74653	Jill Helmer Phone: 580-628-6240	Jill.helmer@noc.edu		Y
10	Northside Chamber of Commerce PO Box 1914 Lawton, OK 73502	Nicole Bailey Phone: 580-355-9547	Ndbldb2005@yahoo.com		N
11	OAB Job Bank 6520 N. Western Ste. 104 Oklahoma City, OK 73116	Nancy Struby Phone: 405-848-0771	struby@oabok.org		N
12	Oklahoma City Community College 7777 South May Avenue Oklahoma City, OK 73159	Phone: 405-682-7813	employmentservices@occc.edu		N
13	Oklahoma State University Career Services 206 Paul Miller Bldg. Stillwater, OK 74078	Jack Hodgson Phone: 888-678-4473	jack.hodgson@okstate.edu careers@okstate.edu		N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
14	Production Hub 1809 E. Winterpark Rd. Orlando, FL 32803 http://www.productionhub.com/jobs/pre-post	Katrina DeLeon Phone: 877-629-4122	kdeleon@productionhub.com		N
15	Rose State College 6420 SE 15 th Street Midwest City, OK 73120 www.ecampusrecruiter.com/rose	Pam Emmons Phone: 405-733-7488	pemmons@rose.edu		Y
16	Southern Nazarene University 6729 Northwest 39 th Expressway Bethany, OK 73008	Angela Rhodes Phone: 405-717-6226	career@snu.edu		N
17	Southeastern Oklahoma State University 1405 N 4 th Ave, PMB 4239 Durant, OK 74701-0609	Scott Hensley Phone: 580-745-2270	placement@se.edu		N
18	Southwestern Oklahoma State University 100 Campus Drive Weatherford, OK 73096	Tiffany Hawkins Phone: 580-774-3233	tiffany.hawkins@swosu.edu		N
19	Texas Women's University PO Box 425619 Denton, TX 76204	Sherri Williams Phone: 940-898-2953	swilliams@twu.edu		N
20	Tulsa Community College 909 South Boston 1014R Tulsa, OK 74119	Christina Ursin Phone: 918-595-7110	christina.ursin@tulsacc.edu		N
21	Tulsa Housing Authority 415 East Independence Tulsa, OK 74106	Rachella McAnulty Phone: 918-581-5723	hr@tulsahousing.org		N
22	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, OK 74110	Michael Davis Phone: 918-591-5677	Davis.michael.h@jobcorps.org		Y
23	Tulsa Technology Center PO Box 477200 Tulsa, OK 74147	Deb McCaskey Phone: 918-828-5216	Deb.mccaskey@tulsatech.edu		Y
24	University of Central Oklahoma Career Svcs 100 North University Drive Edmond, OK 73034 www.collegecentral.com/ucou/	Will Heckenkemper Phone: 405-974-3346	careers@uco.edu		N
25	University of Tulsa Career Services 600 South Tucker Dr Tulsa, OK 74104-9700 www.hireTUgrads.com	Austin Paineaud Phone: 918-631-2896	austin-paineaud@tulsa.edu		Y
26	The Major Group 6128 E 38 th St. Ste.307 Tulsa, OK 74135		majortc@aol.com		N
27	The Bridges Foundation 1345 N. Lewis Ave. Tulsa, OK 74110	Terisha Summers Phone: 918-592-3333	tsummers@thebridgesfound.org		N
28	TVJobs.com	Mark	admin@tvjobs.com		N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
29	Cox Media Group Career Website Internet/Intranet – www.jobs.coxmediagroup.com	Company Internet Posting		19	N
30	KOKI FOX23 Station Website 2625 South Memorial Drive Tulsa, OK 74129 www.fox23.com	Danielle Lisle Phone: 918-388-5231	dlisle@fox23.com	11	N
31	CareerLink Internet/Intranet – www.careerlink.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
32	Glassdoor.com Internet/Intranet – www.glassdoor.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
33	Indeed.com Internet/Intranet – www.indeed.com	Internet Posting – Automatic wrap from Cox Media Group Career Website		26	N
34	DiversityInc.com Internet/Intranet – www.diversityinc.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
35	Simplyhired.com Internet/Intranet – www.simplyhired.com	Internet Posting – Automatic wrap from Cox Media Group Career Website		1	N
36	Direct Employers Internet/Intranet – www.my.jobs	Internet Posting – Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner- Peyser centers and 3,000 affiliated diversity websites		2	N
37	Recruit Military Internet/Intranet – www.recruitmilitary.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
38	Employee Referrals	Referrals from current employees		23	N
39	Talent Dynamics – Agency	Placement Agency			N
40	Dice Internet/Intranet – www.dice.com	Internet Posting			N
41	Careerbuilder Internet/Intranet – www.careerbuilder.com	Internet Posting		4	N
42	LinkedIn Internet/Intranet – www.linkedin.com	Social Network		9	N
43	SnagAJob Internet/Intranet – www.snagajob.com	Internet Posting			N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
44	Beyond Internet/Intranet – www.beyond.com	Internet Posting – Automatic wrap from Cox Media Group Career Website		1	N
45	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Convention Consultant Aprill Turner Phone: 202-649-0719	aturner@nabi.org	3	N
46	Facebook Internet/Intranet – www.facebook.com	Social Network		1	N
47	SpotsnDots	Broadcast Pulication		1	N
48	Cox Communications Internet/Intranet – www.coxcommunications.jobs	Internet Postings			N
49	Professional Associations	Cox Recruiter		1	N
50	Other Sites -- Name not provided	Social Networking		2	N
	TOTAL INTERVIEWS			104	

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Programs	<p>During 2015, the stations employed 6 interns from the following:</p> <ul style="list-style-type: none"> • Oral Roberts University • Oklahoma State University • University of Oklahoma • Tulsa University <p>Interns received on the job training in News, Sports, Weather & Sales; One of our interns applied and accepted full-time employment filling an open position.</p>
Career Fairs	<ul style="list-style-type: none"> • April 13, 2015 – April 16, 2015 National Association of Broadcasters. News Director, Suzanne Nadell attended for duration in Las Vegas. • June 4, 2015 – June 7, 2015 Investigative Reporters Editors Conference. News Director, Suzanne Nadell attended for duration in Philadelphia. • August 5, 2015 – August 9, 2015 National Association of Black Journalists Convention & Career Fair. News Director, Suzanne Nadell attended for duration in Minneapolis. • October 1, 2015 - OSU Tulsa Career Fair. General Administrative Assistant, Danielle Lisle attended Tulsa, Oklahoma from 3:00pm – 5:00pm • November 10, 2015 – Tulsa World Career Fair. General Administrative Assistant, Danielle Lisle attended from 10:00am – 3:00pm. • November 11, 2015 – Tulsa University Arts & Sciences Career Fair. General Administrative Assistant, Danielle Lisle attended from 10:00am – 2:00pm.
Training	<ul style="list-style-type: none"> • September 23, 2015 & September 24, 2015 – Hosted CMG Diversity & Inclusion Training “Driving Business Results through Diversity and Inclusion” instructed by Rezi Schmellick. Training duration included 3 (4) hour sessions over 2 days of which remaining 45 employees who did not attend during 2014 attended. This training was developed to help reinforce and make actionable our commitment to attracting, developing and retaining a diverse workforce that mirrors the communities that we serve

	<p>through innovation and engagement.</p> <ul style="list-style-type: none"> • August 25 & 26, October 15 & 22 – Hosted CMG Behavioral Interviewing training instructed by CMG facilitator. Training duration included 5 (4) hour sessions over 4 days of which 15 hiring managers attended. This training is a proven, practical, legally credible selection process that provides tools and skills to gather and evaluate data effectively for accurate hiring decisions.
<p>Participation in events or programs sponsored by Educational Institutions</p>	<ul style="list-style-type: none"> • February 28th – Ron Terrell attended the Polar Plunge benefitting the Tulsa Special Olympics for 90 minutes with 500 people. • March 5th – Michael Seger was a member of Meteorologist panel for severe weather seminar at National Weather Center in Norman, Oklahoma. • March 6th – Shae Rozzi and Michelle Lynn attends Stone Canyon Elementary PTO Spaghetti Western dinner and auction, for 3 hours with 450 people. • March 7th – Shae Rozzi served as celebrity judge for the Pennies for Pearls music trivia night benefitting the Oklahoma Parkinson’s Disease Association for 4 hours with 300 people. • April 10th & 17th – Farron Salley visited with students enrolled in the Webster High School & Tulsa Technology Center advanced media classes discussing about being a reporter and reviewed their projects for 2 hours each day for 50 people. • May 1st – Clay Loney attended Carver Middle School Intercultural Interlude in Tulsa celebrating cultural diversity for 2 hours for 500 people. • June 3rd – Clay Loney served on Cox Charities Advisory board to discuss and determine education grants in the Tulsa area for 4 hours with 20 people. • September 2nd – Clay Loney represented FOX23 for the Breast Cancer Petition. Spoke to students from Tulsa’s Grimes Elementary and met with organizers of a petition effort to lower the age for breast cancer screenings for 1 ½ hours to 50 people. • September 24th – Tiffany Alaniz sat as representative on the OSBI panel where Oklahoma State Bureau of Investigation agents asked questions from us about dealing with the media, interviews etc. for 1 ½ hours to 20 people.

	<ul style="list-style-type: none"> • October 9th – Michelle Lynn attended Catalayah Elementary Rise and Shine Reading celebration with community leaders and business owners 1 hour with 250 people. • November 8th – Michelle Lynn attended the Stone Canyon 5th grade Career Talk. Shared the exciting career highlights as a FOX23 anchor for 45 minutes and 75 people. • December 3rd – Janna Clark served as board director for Henry Zarrow International School Education Foundation and voted on issues regarding the foundation for 3 hours and 30 people.
Station Tours	<p>Tours are given regularly to school groups as well as any interested people in the community. Below is an example:</p> <ul style="list-style-type: none"> • March 11: Tulsa Technology Center tour led by Director of Operations, Ted Gonderman. Students observed live news broadcast and learned a little about each department and roles they played in to support our station. Professor Teresa Piper and Instructor Kyle Steenveld along with 23 students in attendance; tour duration about 2 hours.