

KOKI-TV, KMYT-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hire
Editor (1517182)	1 – 37;	25
Sales Assistant (1517627a)	1 – 37;	37
Sales Assistant (1517627b)	1 – 37;	37
Digital/Broadcast Meteorologist (1518801)	1 – 37; 44	44
Writer/Producer (160137)	1 – 37;	32
Assignment Editor (161765)	1 – 37;	25
Executive Producer (162167)	1 – 37;	37
Editor (163048a)	1 – 37;	25
Editor (163048b)	1 – 37;	25
Sports Anchor (163943)	1 – 37;	25
Assignment Editor (164504)	1 – 37;	37
Photojournalist (164611)	1 – 37;	29
Account Executive (165519)	1 – 37;	29
Multimedia Journalist (166823)	1 – 37; 45	45
Meteorologist (167159)	1 – 37; 44	29
Editor (168227)	1 – 37;	37
Maintenance Technician (168766)	1 – 37;	37
Account Executive (169447)	1 – 37; 42	37
Director of Digital Sales (168543)	1 – 37; 42	37
Technical News Director/Technical Director (1616181)	1 – 37;	26
Master Control (1616810)	1 – 37;	37

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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	sctulsaok@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	hirecameronaggies@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	Ndblbd2005@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	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
13	Southern Nazarene University 6729 Northwest 39 th Expressway Bethany, OK 73008	Angela Rhodes Phone: 405-717-6226	career@snu.edu		N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
14	Southwestern Oklahoma State University 100 Campus Drive Weatherford, OK 73096	Tiffany Hawkins Phone: 580-774-3233	tiffany.hawkins@swosu.edu		N
15	Tulsa Community College 909 South Boston 1014R Tulsa, OK 74119	Christina Ursin Phone: 918-595-7110	christina.ursin@tulsacc.edu		N
16	Tulsa Housing Authority 415 East Independence Tulsa, OK 74106	Rachella McAnulty Phone: 918-581-5723	hr@tulshousing.org		N
17	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, OK 74110	Michael Davis Phone: 918-591-5677	Davis.michael.h@jobcorps.org		Y
18	Tulsa Technology Center PO Box 477200 Tulsa, OK 74147	Deb McCaskey Phone: 918-828-5216	Deb.mccaskey@tulsatech.edu		Y
19	University of Central Oklahoma Career Svcs 100 North University Drive Edmond, OK 73034 www.collegecentral.com/uco/	Will Heckenkemper Phone: 405-974-3346	careers@uco.edu		N
20	University of Tulsa Career Services 600 South Tucker Dr Tulsa, OK 74104-9700 www.hireTUgrads.com	Austin Painchaud Phone: 918-631-2896	austin-painchaud@utulsa.edu		Y
21	The Major Group 6128 E 38 th St. Ste.307 Tulsa, OK 74135		majortc@aol.com		N
22	Oklahoma State University Career Services 206 Paul Miller Bldg., Stillwater, OK 74078	Jack Hodgson Phone: 888-OSU-HIRE	Jack.hodgson@okstate.edu careers@okstate.edu		N N
23	The Bridges Foundation 1345 N. Lewis Ave. Tulsa, OK 74110	Terisha Summers Phone: 918-592-3333	tsummers@thebridgesfound.org		N
24	TVJobs.com	Mark	admin@tvjobs.com		N
25	Cox Media Group Career Website Internet/Intranet – www.jobs.coxmediagroup.com	Company Internet Posting		25	N
26	KOKI FOX23 Station Website 2625 South Memorial Drive Tulsa, OK 74129 www.fox23.com	Danielle Lisle Phone: 918-388-5231	dlisle@fox23.com	1	N
27	CareerLink Internet/Intranet – www.careerlink.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
28	Glassdoor.com Internet/Intranet – www.glassdoor.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
29	Indeed.com Internet/Intranet – www.indeed.com	Internet Posting – Automatic wrap from Cox Media Group Career Website		16	N
30	DiversityInc.com Internet/Intranet – www.diversityinc.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
31	Simplyhired.com Internet/Intranet – www.simplyhired.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
32	Beyond Internet/Intranet – www.beyond.com	Internet Posting – Automatic wrap from Cox Media Group Career Website		1	N
33	Monster Internet/Intranet – www.monster.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
34	Recruit Military Internet/Intranet – www.recruitmilitary.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
35	Direct Employers (up through May 2016) 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			N
36	America’s Job Exchange (May 2016 – Ongoing) Internet/Intranet – www.americasjobexchange.com	Internet Posting - Automatic wrap from Cox Media Group Career Website to State Job Bank, local Wagner- Peyser centers and 4,500 affiliated diversity websites			N
37	Employee Referrals	Referrals from current employees		13	N
38	ZeroChaos/WorkForce Logic – Agency	Contingent Labor Management Partner			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			N
42	LinkedIn Internet/Intranet – www.linkedin.com	Social Network		5	N
43	Other Networking Site	Social Network			N
44	Facebook Internet/Intranet – www.facebook.com	Social Network		2	N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
45	LornaDave Placement Agency PO Box 368 Fogelsville, PA 18051	John Derr – Agency Phone: 610-248-1317	john@lornadave.com	1	N
46	TAOnline Internet/Intranet – www.taonline.com	Internet Posting September 2016 – November 2016			N
TOTAL INTERVIEWS				64	

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Programs	<p>During 2016, the stations employed 3 interns from the following:</p> <ul style="list-style-type: none"> • Oral Roberts University • University of Tulsa <p>Interns received on the job training in News, Sports, Weather & Marketing; One of our interns applied and accepted employment filling an open part-time position.</p>
Career Fairs	<ul style="list-style-type: none"> • February 3, 2016 – OSU Stillwater Career Fair. Participation in the Oklahoma State University Career Fair in Stillwater, OK, in which employers were able to connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities. CMG Tulsa TV General Administrative/ HR Assistant, Danielle Lisle and CMG Tulsa Radio Digital Sales Manager, Mary Garcia attended for duration. • March 3, 2016 – OSU Tulsa Spring Career Fair. Participation in the Oklahoma State University Career Fair in Tulsa, OK, in which employers were able to connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities. CMG Tulsa TV General Administrative/ HR Assistant, Danielle Lisle attended for duration. • March 9, 2016 – NSU Career Fair. Participation in the Northeastern State University Career Fair in Tahlequah, OK, in an effort to recruit qualified candidates and to provide information on open opportunities. CMG Tulsa TV General Administrative/ HR Assistant, Danielle Lisle and CMG Tulsa Radio Digital Sales Manager, Mary Garcia attended for duration. • April 6, 2016 – ORU Tulsa Career Fair. Participation in the Oral Roberts University Career Fair in Tulsa, OK, in an effort to recruit qualified candidates and to provide information

	<p>on open opportunities. CMG Tulsa TV General Administrative/ HR Assistant, Danielle Lisle attended for duration.</p> <ul style="list-style-type: none"> • August 3, 2016 – August 7, 2016 – National Association of Black Journalists/ National Association of Hispanic Journalists Convention & Career Fair. Participation in the NABJ/NAHJ Conference, in which over 4,000 of the nation’s top journalists, media executives, public relations professionals and students gathered in Washington, DC. The two largest minority journalist organizations joined forces to draw on their collective strengths to offer opportunities for face-to-face networking and professional development for the leaders in media, business, arts and entertainment and technology. News Director, Suzanne Nadell attended for duration. • October 6, 2016 - OSU Tulsa Fall Career Fair. Participation in the Oklahoma State University Career Fair in Tulsa, OK, in which employers were able to connect with student groups around campus. Students had an opportunity to network with employers and learn about how our organization can engage with students for upcoming internships, or possible job opportunities. CMG Tulsa TV General Administrative/ HR Assistant, Danielle Lisle and CMG Tulsa Radio Marketing Coordinator, Steve McDonald attended for duration.
<p>Training</p>	<ul style="list-style-type: none"> • September 27, 2016; September 28, 2016; November 2, 2016 – Hosted CMG Diversity & Inclusion Training “Driving Business Results through Diversity and Inclusion” via Telepresence conference. Training duration condensed from (4) hour sessions each to (2 ½) hour sessions each over 3 days of which 35 employees who did not attend during 2015 or who were newly hired in 2016 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 through innovation and engagement.
<p>Participation in events or programs sponsored by Educational Institutions</p>	<ul style="list-style-type: none"> • February 9th – Meteorologist, John Boyer, participation in the Weather Talk at Pratt Elementary 3rd Grade class. Meteorologist led a talk about severe weather safety and discussed what a meteorologist responsibilities are. • February 18th – Meteorologist, Ben Walnick, participation in the Weather Talk at Mark

	<p>Twain Elementary 6th Grade class. Meteorologist led discussions on current weather events, staying prepared in the event of severe weather and what meteorologist responsibilities are.</p> <ul style="list-style-type: none">• April 15th – Morning Anchor, Michelle Linn, participated with Riverfield Country Day School. Hosted the Kindergarten and 1st Grade students on lessons as to what it is like to be a News Anchor and watched the FOX23 News at noon live from the studio.• April 28th – News Operations Manager, Ted Gonderman and News Senior Producer, Katelin Hartney attended at TCC Professional Preparation awareness day. Requested by TCC Professor Teresa Piper, participated in practice environment with students and groups on professional interviewing for media related opportunities.• May 6th – FOX23 Weather Mobile; Chief Meteorologist, James Aydelott and Certified Meteorologist, Ben Walnick, spent time with viewers in a promoted appearance at a local mattress store. They showed viewers how to use the FOX23 Weather mobile app to receive alerts and track storms during severe weather. FOX23 produced a promotional spot and aired it on KOKI and KMYT to allow any members of the community to attend and learn how to stay safe in the event of severe weather.• May 11th – Morning Anchor, Michelle Linn and Morning Meteorologist, Michael Seger attended Safe Kids Coalition Luncheon. Spoke to group of 30 people about Severe Weather Safety and the messages Newsrooms try to deliver to keep everyone safe.• May 16th – Morning Anchor, Michelle Linn attended Career Day at Kerr Elementary to discuss career opportunities as a News Anchor for 3 hours with more than 45 people in attendance.• July 11th – Clay Loney served on Cox Charities Advisory board to discuss and determine education grants in the Tulsa area for 5 hours with 20 people.• October 12th – Investigative Reporter, Naomi Keitt; Rise and Shine at McKinley Elementary. Naomi discussed with students about what it is like to be a Journalist and the how she became a reporter for FOX23. Naomi spoke for 2 hours with 75 students in attendance.• October 17th – Morning Anchor, Michelle Linn Career Talk at Catalayah Elementary. Michelle
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	<p>gave a career talk with students for 2 hours where 80 people attended.</p> <ul style="list-style-type: none"> October 19th – Morning Anchor, Michelle Linn; Oklahoma Society of Health and Environmental Professionals. Michelle spoke with health professionals about how to conduct media interviews and disseminate information to media over 1 hour with 60 people in attendance.
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"> January 19, 2017: 2 Tulsa Technology Center tours led by News Operations Manager, Ted Gonderman. Students observed entire facility in addition to watching our newsroom live in action. Learned a little about each department and roles they played in to support our station. Students were given a chance for Q&A in each section/department that they were taking classes in. Professor Teresa Piper with a group of approximately 20 students were in attendance for both tours lasting 1 hour for each tour.
Broad Outreach	<p>February 1, 2015 – May 7, 2016 – Diverse Job Bank Career Listings (Direct Employers)</p> <ul style="list-style-type: none"> Cox entered into agreement to post all external Job Openings with DiversityInc.com, Indeed.com, Glassdoor.com, SimplyHired as well as 3000 affiliated career websites. <p>May 8, 2016 – Ongoing</p> <ul style="list-style-type: none"> Cox entered into agreement to post all external Job Openings through America’s Job Exchange as well as 4500 affiliated career websites.
Participation in General Outreach Efforts	<ul style="list-style-type: none"> April 16, 2016 – April 21, 2016 – National Association of Broadcasters. Offers broadcasters the opportunity to network with colleagues, explore new technologies, discuss innovative strategies to build stronger business and address important broadcasting issues. News Director, Suzanne Nadell attended for duration in Las Vegas, NV. September 15, 2016 – September 17, 2016 – ONA (Online News Association). Participated in the ONA Conference in Denver, CO. The ONA 16 event brings the best of digital media – journalists, technologists, designers, executives, educators and students together to network and share innovative ideas.

