

EEO Public File Report
Cox Media Group - Tulsa, Oklahoma
KJSR-FM, KRMG-FM, KRMG-AM, KWEN-FM, KRAV-FM, KOKI-TV, KMYT-TV
Reporting Cycle: February 1, 2020 – January 31, 2021 (REVISED)

Full Time Positions Filled

Requisition	Date Opened	Start Date	Source of Hire	Interviewed	Hired
000414 (Director of Sales - Radio)	1/28/2020	10/19/2020	CMG Career Site	8	1
000357 (News Producer)	1/14/2020	3/16/2020	CMG Career Site	1	1
000446 (Assignment Editor)	1/31/2020	3/3/2020	CMG Career Site	1	1
000510 (News Director)	2/14/2020	4/5/2020	CMG.com career site	7	1
000660 (Content Manager)	5/28/2020	12/2/2020	CMG.com career site	8	1
000699 (Multimedia Journalist)	7/31/2020	9/7/2020	CMG.com career site	3	1
000704 (Board Operator)	6/23/2020	1/21/2021	CMG.com career site	2	1
000752 (Managing Editor)	7/2/2020	8/16/2020	CMG.com career site	2	1
000829 (Photojournalist Smkt)	7/31/2020	11/1/2020	Indeed.com	4	1
000975 (Master Control Switcher)	10/2/2020	1/3/2021	CMG.com career site	9	1
001041 (Multimedia Journalist)	11/11/2020	1/31/2021	CMG.com career site	2	1
001042 (News Producer)	11/11/2020	1/10/2021	CMG.com career site	9	1
001166 (News Editor)	12/28/2020	1/26/2021	ZipRecruiter	2	1

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Recruitment Sources Used for All Openings			
No.	Recruitment Source	Contact	Entitled to Notification
1	Directly sourced by CMG Recruiter	CMG Recruiter	N
2	Indeed Internet - www.indeed.com	Internet Posting	N
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N
4	Careerbuilder- www.careerbuilder.com	Internet Posting	N
5	Circa/AJE	State Job Boards/Diversity job boards Internet Posting	N
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N
7	CMG.com careers	CMG career site (internal/external)	N

**KOKI-TV, KMYT-TV;
KRMG-FM, KRMG-AM, KWEN-FM, KJSR-FM, KRAV-FMEEEO
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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Career Fairs	<ul style="list-style-type: none"> February 19, 2020 – 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 General Administrative/ HR Assistant, Danielle Lisle and Director of News Operations, Ted Gonderman attended for duration. February 26, 2020 – NSU Spring 2020 Career Fair. Participation in Northeastern State University Career Fair in Tahlequah, OK to recruit qualified candidates and provide information on possible opportunities that are open within our organization. CMG Tulsa General Administrative/HR Assistant, Danielle Lisle and Director of News Operations, Ted Gonderman attended for duration. February 27, 2020 – OSU Tulsa Spring Career Fair. Participation in the Oklahoma State University Career Fair in Tulsa, OK branch, in which employers 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 General Administrative/ HR Assistant, Danielle Lisle and Director of Engineering, Sonny Hollingshead attended for duration. March 11, 2020 – RSU Career Fair. Participation in the Rogers State University Career Fair in Claremore, OK as effort to recruit qualified candidates and to provide information on job opportunities. CMG Tulsa General Administrative/HR Assistant, Danielle Lisle, and CMG Tulsa Marketing & Promotions Manager, Kim Dallow attended for duration.
Training	<ul style="list-style-type: none"> July 2020 through Ongoing – CMG Weekly Digital Virtual School. Each week the CMG Digital Team offers ongoing training to increase our sellers' digital acumen. The topics for this training vary each week and are balanced between introducing new cutting-edge digital solutions, as well as providing overall sales strategy training. These training sessions are offered to all members of our sales department and each attendee has opportunity to interact with the leaders of the session and ask questions openly. Each session includes a training deck that is covered by the speaker, and

	<p>subsequently provided to each attendee by way of the CMG Sales Portal.</p> <ul style="list-style-type: none"> 2020 Launch of EDGEucate “Learning in all corners of CMG”. EDGEucate is CMG’s new inclusive continuous learning environment powered by Cornerstone offered to all employees. EDGEucate allows employees to dive into essential courses specific to their jobs, offer required compliance-related learning as well as health and wellness modules.
Participation in events or programs sponsored by Educational Institutions	<p>Due to the COVID-19 pandemic, many educational programs and/or institutions operated at reduced level of outsider activity or transitioned to virtual or no interaction all together.</p> <ul style="list-style-type: none"> January 28, 2020 to Ongoing (before Covid shutdown) – Reading Partners at Skelly Elementary. CMG Tulsa Reporter, Naomi Keitt, attends Skelly Elementary School to work one-on-one with a student in the reading partners program to help them improve their reading skills. Event duration was 1 hour with 1 student. October to December – Reading Partners Tutor. CMG Tulsa Reporter, Naomi Keitt, participates as a tutor for the Reading Partners organization every week. Meeting with a student to help improve their reading and vocabulary skills. Event duration was 1 hour weekly with 1 student each week.
Station Tours	<p>Tours are given regularly to school groups as well as any interested people in the community. However due to the ongoing COVID-19 pandemic, no station tours were offered after March 2020. Below is an example:</p> <ul style="list-style-type: none"> Tulsa Technology Center tours led by Operations Manager, Ted Gonderman and Director of Branding/Programming, Levi May. Students observe entire facility in addition to watching our newsroom and radio production booths live in action. Learning briefly about each department and roles they play to support our on-air product. Students are given a chance for Q&A in each section/department that they take classes in. Tours range from 1-2 hours per tour and generally with 5 or more people to a group.
Broad Outreach	<p>December 19, 2019 – 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"> March 12, 2020 – Big Spring Clean with FOX23—together with the other Cox Media Group Tulsa TV and radio stations—partnered

with American Document Shredding, The Metropolitan Environmental Trust (M.e.t.) and The Nature Conservancy to promote and host a Big Spring Clean recycling event for the Tulsa community. The event collected nearly 2,900 tires, 55,000 pounds of paper shredding, 50,000 pounds of electronic waste, 7,600 pounds of batteries, 840 pounds of ammunition, 248 pounds of plastic bags, and nearly 1,000 pounds of medication. In total, the event diverted more than 93 tons of recyclable items from ending up in a local landfill.

- May 12, 2020 – Brian Kilmeade Book Launch. Popular television and nationally syndicated radio host Brian Kilmeade selected CMG 102.3 KRMG and Magic City Books to help launch the paperback version of his latest book. Kilmeade participate in a virtual release of *Sam Houston and the Alamo Avengers* and listeners are encouraged to register online to participate in the exclusive event. KRMG Morning News Host, Dan Potter, facilitated the virtual event and allowed participants to ask Kilmeade questions. Participants had access to an online room and received a paperback version of *Sam Houston and the Alamo Avengers* as part of their registration.
- Q1/Q2 2020 School Year – Golden Apple Awards – In partnership with Tulsa Public Schools (TPS) and Cox Communications, FOX23 asks viewers to nominate outstanding teachers for a Golden Apple Award. Every other Saturday morning throughout the school year, FOX23 News announces a weekly Golden Apple Award winner, selected from the nominations by a TPS committee. Each winning teacher is featured in a FOX23 News story and receives a \$500 grant for use in their classroom.
- June 13, 2020 – Tulsa Pride Parade - Cox Media Group's FOX23 (KOKI-TV) make Tulsa history when we broadcast the Tulsa Pride Parade on June 13th. The annual Tulsa Pride Parade typically draws more than 35,000 participants each year, but this year's event was canceled due to the ongoing Coronavirus pandemic. Oklahomans for Equality partnered with FOX23 to air a parade-focused half-hour program that begin at 12:30 p.m. and featured last year's parade commemorating the 50th anniversary of the Stonewall Inn riots which mark the beginning of the LGBTQ+ pride movement.
- June 19, 2020 – Virtual Go Red for Women American Heart Association. American Heart Association utilized a virtual format for its annual Go Red for Women Luncheon. Event organizers turned to Cox Media Group (CMG) Tulsa to help execute their vision. CMG FOX23 (KOKI-TV) anchor Shae Rozzi emceed the event as it was broadcast to event participants via a Zoom conference call. CMG FOX23 and Cox Media Group sister station Mix 96.5 (KRAV-FM) are longtime supporters of this fundraising event, which is expected to raise more than \$450,000 to further the mission of the American Heart Association. Both stations joined to encourage participation in the luncheon and its annual silent auction, which was open to the public for the first time this year.

- September 2020 – STEMtember Virtual Event. CMG Tulsa together with the Tulsa Regional STEM Alliance promoted a series of events throughout the month of September, designed to ignite love of STEM (Science, Technology, Engineering and Math) in Green Country teachers, kids and parents in our communities.

Below lists the various events held during September.

Family Night – Families were invited to stop by the Gathering Place to experience STEM learning in conjunction with play. A free hands-on kit was available for families to take home.

Teacher Night – Teachers were encouraged to participate in this virtual education opportunity with a focus on inclusion and equity in the classroom.

Educational Video Release – Cox Media Group and the Tulsa Regional STEM Alliance teamed up to create a resource for teachers and parents to continue the STEM-based curriculum after September. We produced and released a video compilation of STEM demonstrations for students to watch in class and online.

Back to School STEM Expo – This virtual event was designed to introduce middle school students to STEM career options, STEM professional mentors, and hands-on skills these professionals use every day in their jobs! Free kits were distributed with all the materials needed to explore a variety of different STEM careers. The activities provided are all linked to the top five industries in Oklahoma: Aerospace, Agriculture, Energy, Healthcare, and Information Technology.

- November 2, 2020 through November 25, 2020 – CMG KRAV (Mix 96.5) Backpack Brigade. CMG's Mix 96.5 (KRAV-FM) launched a three-week campaign to collect more than \$14,000 to fund one of the Community Food Bank of Eastern Oklahoma's most critical programs. The Mix 96.5 Backpack Brigade initiative designed to collect funds for the Food Bank's Backpack Program, which feeds kids who rely on weekday school meals, giving them food for the weekend to ensure that they do not go hungry at home. The Mix 96.5 Backpack Brigade ran November 2nd through November 25th and all donations were collected and tracked online. Kim and Scott Burnett of Burnett Home Improvement committed to matching every donation made, up to 96 backpacks. Each backpack costs \$150 and feeds a child for an entire school year.
- December 7, 2020 to December 9, 2020 – CMG's K95.5 "Bikes For Kids" Bicycle Donation Drive – FOX23 promoted an annual bicycle donation drive organized and presented by our CMG sister radio partner K95.5. Our stations produced PSAs and aired them several times in advance of the event to encourage community participation. FOX23 News provided coverage of the event. More than 900 new bicycles were donated by Tulsa-area residents and businesses to provide kids in need with a new bike for Christmas.

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