

KOCB/KOKH
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Automotive / Marketing Consultant	1-4, 7, 9, 16, 18-19, 21, 23-26, 29, 31-32, 34-35, 37-48, 50-53, 55-59	2
News Producer (Evenings)	1, 4-21, 23-37, 39-44, 46-53, 55-56, 58-59	13
News Producer (Evenings)	1, 4-21, 23-37, 39-44, 46-53, 55-56, 58-59	13
Senior Digital Content Producer	1, 4-9, 11, 13-21, 23-26, 28-37, 39-44, 46-48, 50-53, 55-59	13
Sports Producer / Multimedia Journalist	1-2, 4-9, 11, 14-21, 23-26, 28-37, 39-44, 46-48, 50-59	2
Sales / Marketing Consultant	1, 4-9, 12, 14-21, 23-26, 28-37, 39-44, 46-48, 50-53, 55-59	14
Sales / Marketing Consultant	1, 4-9, 12, 14-21, 23-26, 28-37, 39-44, 46-48, 50-53, 55-59	14
Sales / Marketing Consultant	1, 4-9, 12, 14-21, 23-26, 28-37, 39-44, 46-48, 50-53, 55-59	25
News Producer (Weekends)	1, 4-12, 14-21, 23-37, 39-53, 55-59	14
News Assignment Desk Editor	1, 4-12, 15-21, 23-37, 39-53, 55-59	47
News Investigative Reporter	1, 4-11, 13-21, 23-53, 55-59	13
Digital Content Producer	1, 4-9, 11, 15-21, 23-26, 28-48, 50-53, 55-59	21
Local Sales Assistant	1, 4-9, 12, 15-21, 23-26, 28-48, 50-53, 55-59	47
Inventory Specialist	1, 4-9, 12, 14-26, 28-48, 50-53, 55-59	9
Evening News Anchor	1-2, 4-13, 15-21, 23-44, 46-53, 55-59	13
News Photographer	1, 4-9, 12, 14-21, 23-26, 28-44, 46-48, 50-53, 55-59	21
Digital Sales Manager	1, 4-9, 15-21, 23-26, 28-44, 46-48, 50-53, 56-59	47
Local Sales Assistant	1, 4-10, 12-13, 15-21, 23-44, 46-53, 55-59	13
Marketing Associate	1, 4-9, 13-21, 23-26, 28-44, 46-48, 50-53, 56-59	13
News Producer	1, 4-13, 15-21, 23-44, 46-53, 56-59	13
Digital Sales Coordinator	1, 4-9, 14-21, 23-26, 28-44, 46-48, 50-53, 56-59	14
Master Control Operator	1, 4-9, 12, 14-21, 23-26, 28-33, 35-44, 46-48, 50-53, 56-59	14
News Photographer	1, 4-9, 11, 15-21, 23-26, 28-33, 35-44, 46-48, 50-53, 56, 58-59	21

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Promotions Producer	1, 4-9, 12, 14-21, 23-26, 28-33, 35-44, 46-48, 50-53, 56, 58-59	14
Digital Marketing Consultant	1, 4-9, 14-21, 23-26, 28-33, 35-44, 46- 48, 50-53, 56-59	14
Digital Marketing Consultant (Entry Level)	1, 4-9, 13, 15-21, 23-26, 28-33, 35-44, 46-48, 50-53, 56-59	13
Lifestyle Show Producer	1, 4-10, 15-21, 23-33, 35-44, 46-52, 56- 59	47
Digital Content Producer	1, 4-9, 15-21, 23-26, 28-44, 46-48, 50- 53, 56, 58-59	21
Master Control Operator	1, 4-9, 12, 14-21, 23-26, 28-33, 35-44, 46-48, 50-53, 56-59	25

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Oklahoma Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	Agency Referral	N	3
3	American Broadcasting School 4511 SE 29th Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : http://www.radioschool.com Email : shawn@radioschool.com Shawn Cockrell	N	0
4	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
5	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishop.edu Juliette Womack Manual Posting	N	0
6	Bureau of Indian Affairs PO Box 1487 Anadarko, Oklahoma 73005 Phone : 405-247-6673 Url : http://www.bia.gov Esther Russell Manual Posting	N	0
7	Canadian Valley Technology Ctr 6505 E US Hwy 66 El Reno, Oklahoma 73036 Phone : 405-422-2205 Url : http://www.cvtech.edu Email : mlmitchell@cvtech.edu Fax : 1-405-422-2302 Mindy Mitchell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Canadian Valley Technology Ctr 1401 Michigan Chickasha, Oklahoma 73018 Phone : 405-224-7220 Url : http://www.cvtech.edu Email : kkirkley@cvtech.edu Karen Kirkley	N	0
9	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Cole Rowley	N	1
10	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Columbia University Grad School of Journalism 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4422 Url : http://www.journalism.columbia.edu Jaqueline DeLaFuente Manual Posting	Y	0
12	Current Employee	N	14
13	Current Employee/Internal Promotion	N	9
14	Employee Referral	N	21
15	Francis Tuttle Technology Center 12777 N Rockewell Oklahoma City, Oklahoma 73142 Phone : 405-717-4904 Url : http://www.francistuttle.edu Lori Robertson Manual Posting	N	0

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16	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
17	Harding University PO Box 10765 Searcy, Arkansas 72149 Phone : 501-279-4040 Url : http://www.harding.edu Email : gblackstone@harding.edu Ginger Blackstone	Y	0
18	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
19	Howard Univeristy Grad School of Communications 525 Bryant St NW #107-C Washington, District of Columbia 20059 Phone : 202-806-5806 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
20	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
21	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	29
22	Internal Candidate	N	1

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23	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
24	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	1
25	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	7
26	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
27	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
28	Metro Technology Center 1900 Springlake Dr Oklahoma City, Oklahoma 73111 Phone : 405-595-4804 Url : http://www.metrotech.org Aaron Walker Manual Posting	N	0

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29	Moore Norman Technology Center 4701 12th Avenue NW Norman, Oklahoma 73069 Phone : 405-364-5763 Url : http://www.mntechology.com Email : tina.fitzgerald@mntc.edu Tina Fitzgerald	N	0
30	NAACP 2001 N. Martin Luther King Blvd. Oklahoma City, Oklahoma 73111 Phone : 405-236-2227 Url : http://www.okcnaacp.org Nadine Craig Manual Posting	N	0
31	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Career Services	N	0
32	Norfolk State Univeristy 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-2384 Url : http://www.nsu.edu Email : pcbriggs@nsu.edu Paula Briggs	N	0
33	Oklahoma Association of Broadcasters 6502 N Western Suite 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://www.oabok.org Nancy Struby Manual Posting	N	0
34	Oklahoma Baptist University 500 West University Shawnee, Oklahoma 74804 Phone : 405-878-2351 Url : http://www.okbu.edu Email : ronald.johnson@okbu.edu Ronald Johnson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Oklahoma Christian University PO Box 11000 Oklahoma City, Oklahoma 73136 Phone : 405-425-5960 Url : http://www.oc.edu Email : careerservicesmailbox@oc.edu Candace Owens	N	0
36	Oklahoma City Community College 7777 South May Oklahoma City, Oklahoma 73159 Phone : 405-682-7519 Url : http://www.occc.edu Debra Vaughn Manual Posting	N	0
37	Oklahoma City University 2501 North Blackwelder Oklahoma City, Oklahoma 73106 Phone : 405-208-4913 Url : http://www.okcu.edu Email : lmartin@okcu.edu Lynette Martin	N	0
38	Oklahoma Job Link 7401 NE 23rd Suite 2 Oklahoma City, Oklahoma 73141 Phone : 405-600-9503 Url : https://okjobmatch.com/ Fax : 1-405-429-4029 Travis Rollins	N	0
39	Oklahoma State Employee Services 9210 S. Western, Ste. A-9 Oklahoma City, Oklahoma 73139 Phone : 405-234-5000 Url : http://www.oesc.state.ok.us Fax : 1-405-378-0223 Donna Sanders	N	0
40	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-9721 Url : http://www.okstate.edu Email : jeff.grizzle@okstate.edu Jeff Grizzle	N	0

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41	Oklahoma State University-OKC 900 Portland Oklahoma City, Oklahoma 73107 Phone : 405-945-8617 Url : http://www.hireosugrads.com Email : sbgresumes@sbgstv.com Garrett Purdum	N	0
42	Opportunities Industrilization 400 North Walnut Oklahoma City, Oklahoma 73104 Phone : 405-235-2651 Url : http://www.oicofoklahomacounty.org Fax : 1-405-235-2653 Patricia Kelly	N	0
43	OU Gaylord School of Journalism & Communications 395 W Lindsay Room 2533 Norman, Oklahoma 73019 Phone : 405-325-5684 Url : http://www.ou.edu Fax : 1-405-325-0987 Kathy Sawyer	N	0
44	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
45	Rose State College 7005 SE 15th Midwest City, Oklahoma 73110 Phone : 405-736-0244 Url : http://www.rose.edu Email : mengelbrecht@rose.edu Misty Engelbrecht	N	0
46	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0

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47	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgj.net Email : employment@sbgjtv.com Sharon Pickeral	N	10
48	Southern Nazarene University 6729 NW 39th Expressway Bethany, Oklahoma 73008 Phone : 405-491-6684 Url : http://www.snu.edu Email : career@snu.edu Chris Peterson	N	0
49	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : jpumphrey.td@gmail.com Julie Pumphrey	N	0
50	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgjtv.com Broadbean Source	N	0
51	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgjtv.com Andrea Siegle	N	0
52	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgjtv.com Sinclair SilkRoad Source	N	0

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53	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
54	Twitter	N	1
55	University of Central Oklahoma 100 N University Edmond, Oklahoma 73034 Phone : 405-974-3346 Url : http://www.uco.edu Email : careers@uco.edu Career Development Center	N	0
56	University of Oklahoma 900 Asp Ave OMU Suite 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Url : http://www.ou.edu Email : sbgresumes@sbgstv.com Career Services	N	0
57	Urban League 3900 N Martin Luther King Oklahoma City, Oklahoma 73111 Phone : 405-424-5243 Url : http://www.urbanleagueok.org Fax : 1-405-424-3382 Beverly Woodson	N	0
58	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
59	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			97

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/1/2019	Participation in Job Fairs	Met with students at the College of Atmospheric and Geographic Sciences at University of Oklahoma in Norman OK to attend Career Fair to discuss their career interests and to provide information about career opportunities at KOKH/KOCB in Oklahoma City and KTUL in Tulsa and to discuss and provide internship opportunities at KOCB/KOKH/KTUL and with Sinclair.	3	HR Coordinator HR Coordinator Meteorologist
2	3/6/2019	Participation in Job Fairs	Met with students at Oklahoma State University of Media & Strategic Communications Career and Internship Fair to discuss their career interests and provide information about career opportunities at KOCB/KOKH that may pertain to their particular career interests. Also spoke about internship opportunities at KOCB/KOKH.	2	HR Coordinator HR Coordinator
3	3/7/2019	Participation in events sponsored by community groups	UCO NAACP Presents Forum on Representation In the Media. Two KOKH FOX 25 Employees. Executive Producer Tonya McCleary and Feature Reporter Malcolm Tubbs were Speakers at this event on the Campus at The University of Central Oklahoma in Edmond Oklahoma March 7 2019. It was a candid discussion about the representation of people of color in our communities, and advocating for change. Topics discussed were Diversity in Media. Why does Representation Matter and General Questions about the Media. Tonya McCleary made information available to students regarding Job Opportunities and Internship Opportunities at KOKH FOX 25 and how to apply	2	Executive Producer Feature Reporter

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4	3/29/2019	Participation in events or programs sponsored by educational institutions	Francis Tuttle Technical Center - Pixlfest Conference for Creative Students. All Day Event Presented by the Business Marketing and Management and Graphic Communications Programs and attended by over 100 Students. Multiple Speakers scheduled to speak to the Students The "Do's, Don'ts, and Dealbreakers Tonya McCleary Spoke EP from KOKH. Attached Brochure She also made available to the public, career opportunities that are available and Internships and how to apply at KOKH 25 and CW 34.	1	Executive Producer
5	4/6/2019	Sponsorship of events in the community designed to increase public awareness	FOX 25 sponsored a booth and participated in the Women of Color Expo 2019 Oklahoma City. Hundreds visited the FOX 25 booth to meet their favorite news talent and take pictures with them. Made available to the public, career & internship opportunities at KOKH/KOCB.	6	Executive Producer Producer Anchor Reporter
6	4/9/2019	Participation in Job Fairs	The Corporate Employment Coordinator, and local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association on April 9th, 2019, in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country. All candidates who visited the booth are followed-up with for relevant positions, including current and future job inquiries when applicable.	2	Corporate HR Coordinator HR Coordinator

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7	6/15/2019	Sponsorship of events in the community designed to increase public awareness	Station staff Managers, Employees and On-Air Talent had a booth and co-sponsored Juneteenth OKC 2019 in partnership with Perry Publishing & Broadcasting - to commemorate the anniversary of the abolition of legal slavery in the United States. Talent and Employees were present to participate and greet the public. Also provided information about Career and Internship Opportunities at KOKH/KOCB.	12	Creative Svcs Director Sports Director Anchor Acctg Assistant
8	8/7/2019	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Miami, FL August 7 – 9th, 2019. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Employment Manager Director News Training & Development News Talent Manager

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9	11/1/2019	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	129	HR Coordinator Business Manager Director of Engineering

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10	1/7/2020	Establishment of an intern program designed to assist members of the community	<p>News Internship: The station employment unit has an internship program as defined below: Program Goal: The goal of our internship program is to recruit candidates, primarily juniors and seniors from colleges and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives: - Develop links with universities and colleges to promote KOKH/KOCB as prospective employers - Create a symbiotic relationship between interns and KOKH/KOCB employees. - Provide interns with opportunities for translating classroom theories for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.</p> <p>Eligibility Objectives: - The applicant must be attending an accredited institution. Graduate students are also eligible. Preferably, applicants should be communication majors, though other majors may be considered. - The applicant must be at least 18 years of age. - The applicant must be in good academic standing, as defined by his or her academic institution. - The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or institution during the quarter or semester in which the internship is performed. Interns are not paid. - In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements</p>	4	Chief Meteorologist Producer Executive Producer HR Coordinator

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