

**EEO PUBLIC FILE REPORT****February 1, 2019 - January 31, 2020****KOTV, KQCW and Griffin Radio: KBEZ, KFAQ, KHTT, KVOO, KXBL****A. Full-Time Vacancies Filled During Last Year**

Recruitment Source of Hiree

|                |                                |              |            |                            |
|----------------|--------------------------------|--------------|------------|----------------------------|
| 1. Job Title:  | Web Content Producer           | Date Filled: | 2/13/2019  | Employee Referral          |
| 2. Job Title:  | Photojournalist                | Date Filled: | 3/20/2019  | Word of Mouth              |
| 3. Job Title:  | Broadcast Engineer             | Date Filled: | 3/1/2019   | Addison Group              |
| 4. Job Title:  | Multimedia Journalist (1 of 2) | Date Filled: | 4/9/2019   | Station Website            |
| 5. Job Title:  | Multimedia Journalist (2 of 2) | Date Filled: | 4/9/2019   | Friend / former Intern     |
| 6. Job Title:  | KVOO On-air Talent             | Date Filled: | 4/16/2019  | Employee Referral          |
| 7. Job Title:  | Editor                         | Date Filled: | 4/16/2019  | Employee Referral          |
| 8. Job Title:  | Producer                       | Date Filled: | 4/30/2019  | Station Website            |
| 9. Job Title:  | Editor                         | Date Filled: | 5/23/2019  | Station Website            |
| 10. Job Title: | Web Content Producer           | Date Filled: | 5/23/2019  | KWTV Internal Post         |
| 11. Job Title: | Director                       | Date Filled: | 6/20/2019  | Indeed.com                 |
| 12. Job Title: | MMJ Sports Reporter            | Date Filled: | 6/20/2019  | Station Website            |
| 13. Job Title: | Associate Producer             | Date Filled: | 7/9/2019   | Station Website            |
| 14. Job Title: | Master Control Operator        | Date Filled: | 7/9/2019   | Friend                     |
| 15. Job Title: | Multimedia Journalist (1 of 2) | Date Filled: | 7/9/2019   | Station Website            |
| 16. Job Title: | Multimedia Journalist (2 of 2) | Date Filled: | 7/9/2019   | Employee Referral          |
| 17. Job Title: | Associate Producer             | Date Filled: | 7/9/2019   | Oklahoma Christain Univ    |
| 18. Job Title: | Director of Radio Engineering  | Date Filled: | 7/12/2019  | Friend / Employee Referral |
| 19. Job Title: | KVOO Program Director/On-Air   | Date Filled: | 7/25/2019  | Employee Referral          |
| 20. Job Title: | Staff Meteorologist            | Date Filled: | 8/1/2019   | Employee Referral          |
| 21. Job Title: | News Business Admin            | Date Filled: | 8/13/2019  | Word of Mouth              |
| 22. Job Title: | Anchor Reporter                | Date Filled: | 8/23/2019  | Friend                     |
| 23. Job Title: | Producer (1 of 2)              | Date Filled: | 8/23/2019  | OAB Job Bank               |
| 24. Job Title: | Producer (2 of 2)              | Date Filled: | 8/23/2019  | Harding University         |
| 25. Job Title: | Assignment Editor              | Date Filled: | 9/3/2019   | Friend                     |
| 26. Job Title: | Audio Operator                 | Date Filled: | 9/3/2019   | Tulsa Tech                 |
| 27. Job Title: | Production Assistant           | Date Filled: | 9/18/2019  | OAB                        |
| 28. Job Title: | Production Assistant           | Date Filled: | 9/18/2019  | Station Website            |
| 29. Job Title: | Producer                       | Date Filled: | 10/18/2019 | Friend                     |
| 30. Job Title: | Radio Account Executive        | Date Filled: | 12/2/2019  | Employee Referral          |
| 31. Job Title: | Associate Producer             | Date Filled: | 12/2/2019  | Word of Mouth              |
| 32. Job Title: | Director / Technical Director  | Date Filled: | 12/19/2019 | Indeed.com                 |
| 33. Job Title: | Producer                       | Date Filled: | 12/31/2019 | Word of Mouth              |

**B. Recruitment/ Referral Sources Used To Seek Candidates for Each Vacancy**

**All Griffin Communications entities post all part-time and full-time open positions with the Organizations listed on Appendix 1**

**C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):**

**126**

**D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment Sources:**

**See Appendix 2**

**E. Total Number of Referral Sources For All Full-Time Vacancies Filled During The Past Year Per Recruitment Sources:**

**See Appendix 3**

**F. Outreach Activities**

**See Appendix 4****Griffin Communications is an Equal Opportunity Employer**

| KOTV, KQCW & KBEZ, KFAQ, KHTT, KVOO, KXBL<br>EEO PUBLIC FILE REPORT ~ 2019 |   | APPENDIX 1   |  |                         |                       |
|--|---|--|--|-------------------------|-----------------------|
| Organization   | Email Address   | Contact  | Address  | Telephone               | Requested EEO Notices |
| American Broadcasting School   | <a href="mailto:michelle@radioschool.com">michelle@radioschool.com</a>  | Michelle McConnel                                  | 4511 SE 29th Street, Oklahoma City, OK 73115   | (405) 672-6511          | Yes                   |
| Cameron University   | <a href="mailto:student_development@cameron.edu">student_development@cameron.edu</a>  |  | 2800 W Gore, Lawton, OK 73505  | (580) 581-2209          | Yes                   |
| Cameron University   | <a href="mailto:tribley@cameron.edu">tribley@cameron.edu</a>  | T. Riley   | 2800 W Gore, Lawton, OK 73505  | (580) 581-2425          | Yes                   |
| Canadian Valley Tech. Center   | <a href="mailto:wbradley@cvtech.org">wbradley@cvtech.org</a>  | Bill Bradley                                       | 6505 E Highway 66, El Reno, OK 73036-9117  | (405) 422-2265          |                       |
| Gaylord College of Journalism & Mass Communications                        | <a href="mailto:gaylordextra@ou.edu">gaylordextra@ou.edu</a>  | Rachel Eikenbary                                   | 395 W. Lindsey, Norman, OK 73019   | (405) 325.3689          | Yes                   |
| Great Plains Technology Center   | <a href="mailto:jobpostings@greatplains.edu">jobpostings@greatplains.edu</a>  |  | 4500 S West Lee Blvd., Lawton, OK 73505  | (580) 250-5535          |                       |
| Handicapped Concerns Office  | <a href="mailto:marilyn.burr@ohc.state.ok.us">marilyn.burr@ohc.state.ok.us</a>  | Marilyn Burr                                       | 2712 Villa Prom, Oklahoma City, OK 73107   | (405) 521-3756          |                       |
| Harding University   | <a href="mailto:careercenter@harding.edu">careercenter@harding.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>       | Career Services                                    | 915 E Market Ave, Searcy, AR 721143  | (501) 279-5555          |                       |
| Howard University  | <a href="mailto:edudley@howard.edu">edudley@howard.edu</a>  | Carol Dudley                                       | Howard University School of Communications<br>525 Bryant St. NW Washington, DC 20059 | (202) 806-5806          | Yes                   |
| Internal Posting   | <a href="mailto:livia.bennett@griffin.news">livia.bennett@griffin.news</a>  | Livia Bennett                                      | 303 N Boston, Tulsa, OK 74103  | (918) 732-6245          |                       |
| Internal Employee Referral   | <a href="mailto:livia.bennett@griffin.news">livia.bennett@griffin.news</a>  | Livia Bennett                                      | 303 N Boston, Tulsa, OK 74103  | (918) 732-6245          |                       |
| KBEZ/KFAQ/KHTT/KVOO/KXBL Station Websites                                  | <a href="mailto:livia.bennett@griffin.news">livia.bennett@griffin.news</a>  | Livia Bennett                                      | 303 N Boston, Tulsa, OK 74103  | (918) 732-6245          |                       |
| KOTV & KQCW Station Website  | <a href="mailto:livia.bennett@newson6.net">livia.bennett@newson6.net</a>  | Livia Bennett                                      | 303 N Boston, Tulsa, OK 74103  | (918) 732-6000          |                       |
| KOTV News on 6 Facebook Page   | <a href="https://www.facebook.com/NEWSon6">https://www.facebook.com/NEWSon6</a>   | Cherry Eaton                                       | 7401 N. Kelley, OKC, OK 73111  | (405) 841-3647          |                       |
| KWTV Station Website   | <a href="mailto:layna.dewell@griffin.news">layna.dewell@griffin.news</a>  | Layna Dewell                                       | 7401 N. Kelley, OKC, OK 73111  | (405) 843-6641          |                       |
| KWTV News 9 Facebook Page  | <a href="https://www.facebook.com/NEWS9">https://www.facebook.com/NEWS9</a>   | Cherry Eaton                                       | 7401 N. Kelley, OKC, OK 73111  | (405) 841-3647          |                       |
| Langston University  | <a href="mailto:cdross@langston.edu">cdross@langston.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                 | CD Ross  | PO Box 1255, Langston, OK 73050  | (877) 466-2231          | Yes                   |
| Langston University  | <a href="mailto:kjflannigan@langston.edu">kjflannigan@langston.edu</a>  | KJ Flannigan                                       | PO Box 1255, Langston, OK 73050  | (877) 466-2231          | Yes                   |
| Langston University  | <a href="mailto:bjbryant@langston.edu">bjbryant@langston.edu</a>  | BJ Bryant  | PO Box 1255, Langston, OK 73050  | (877) 466-2231          | Yes                   |
| Langston University- Tulsa   | <a href="mailto:sharpdj@langston.edu">sharpdj@langston.edu</a>  | Diana Sharp  | 914 N Greenwood, Tulsa, OK 74106   | (918) 877-8149          | Yes                   |
| Metro Technology Centers   | <a href="mailto:mike.shelton@metrotech.org">mike.shelton@metrotech.org</a>  | Mike Shelton                                       | 1600 Springlake Drive, Oklahoma City, OK 73111                                       | (405) 424-8324          |                       |
| Missouri University (MU)   | <a href="mailto:career@missouri.edu">career@missouri.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                 |  | 76 G Gannett Hall, Columbia, MO 65211  | (573) 882-0373          | Yes                   |
| NAACP Media (added 8/1/18)   | <a href="mailto:media@oknaacp.org">media@oknaacp.org</a>  |  |  |                         |                       |
| NAACP Oklahoma State (added 8/1/18)  | <a href="mailto:oknaacp@oknaacp.org">oknaacp@oknaacp.org</a>  |  | 2001 N Martin Luther King Ave, Oklahoma City, OK 73111                               | (405) 427-8000          |                       |
| News9.com  | <a href="mailto:applications@griffincommunications.net">applications@griffincommunications.net</a>  | Cherry Eaton                                       | 7401 N. Kelley, OKC, OK 73111  | (405) 841-3647          |                       |
| Newson6.com  | <a href="mailto:applications@griffincommunications.net">applications@griffincommunications.net</a>  | Cherry Eaton                                       | 7401 N. Kelley, OKC, OK 73111  | (405) 841-3647          |                       |
| Oklahoma Christian University (OC)   | <a href="mailto:careerservices@oc.edu">careerservices@oc.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>             | Susan Hoover                                       | 2501 East Memorial Road, Edmond, OK 73136  | (405) 425-5961          |                       |
| Oklahoma State University (OSU)  | <a href="mailto:careers@okstate.edu">careers@okstate.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                 | Alicia Jackson                                     | 360 Student Union, Stillwater, OK 74078-0195   | (405) 744-5253          | Yes                   |
| Oklahoma State University (OSU)  | <a href="mailto:gina.noble@okstate.edu">gina.noble@okstate.edu</a>  | Gina Noble   | 360 Student Union, Stillwater, OK 74078-0195   | (405) 744-5253          | Yes                   |
| Oral Roberts University  | <a href="mailto:careers@oru.edu">careers@oru.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                         | Gloria Smith                                       | 7777 S Lewis, Tulsa, OK 74171  | (918) 495-6912          | Yes                   |
| Rogers State University  | <a href="mailto:hirehillcats.com">hirehillcats.com</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                       | Brandon Irby                                       | 1701 W Will Rogers Blvd, Claremore, OK 74017   | (918) 343-7864          | Yes                   |
| Rose State University  | <a href="mailto:careercoach@rose.edu">careercoach@rose.edu</a>  | Cindy Freeman                                      | 6420 SE 15th, Midwest City, OK 73110   | (405) 733-7377          | Yes                   |
| Southeastern Oklahoma State University                                     | <a href="mailto:placement@se.edu">placement@se.edu</a>  | Scott Hensley                                      | 1405 N 4th Avenue, Durant, OK 74701  | (580) 745-2270          | Yes                   |
| Southern Nazarene University   | <a href="mailto:career@snu.edu">career@snu.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                           | Miriam Key   | 6729 NW 39th Expressway, Bethany, OK 73008   | (405) 491-6684          | Yes                   |
| Southwestern Oklahoma State University                                     | <a href="mailto:tiffany.hawkins@swosu.edu">tiffany.hawkins@swosu.edu</a>  | Tiffany Hawkins                                    | 100 Campus Drive, Weatherford, OK 73096  | (580) 774-3233          |                       |
| Southwestern Oklahoma State University                                     | <a href="mailto:jonna.myers@swosu.edu">jonna.myers@swosu.edu</a>  | Jonna Myers  | 100 Campus Drive, Weatherford, OK 73096  | (580) 774-3233          | Yes                   |
| Tulsa Community College  | <a href="mailto:mhendrickson@tulsaedu.edu">mhendrickson@tulsaedu.edu</a>  | Melyssa Hendrickson                                | 909 S Boston, Tulsa, OK 74119  | (918) 595-7688          | Yes                   |
| Tulsa Tech   | <a href="mailto:tulsatech.edu">tulsatech.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                             |  | 6111 East Skelly Drive, Tulsa, OK 74147  | (918) 828-5009          |                       |
| University of Arkansas   | <a href="mailto:lfoley@uark.edu">lfoley@uark.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                         | L. Foley   | 3188 Bell Engineer Center<br>Fayetteville, AR 72701                                  | (479) 575-6265          | Yes                   |
| University of Arkansas   | <a href="mailto:GinaS@uark.edu">GinaS@uark.edu</a>  | Gina S.  | 3188 Bell Engineer Center<br>Fayetteville, AR 72701                                  | (479) 575-6265          | Yes                   |
| University of Arkansas   | <a href="mailto:Ericae@uark.edu">Ericae@uark.edu</a>  | Erica Estes  | 3188 Bell Engineer Center<br>Fayetteville, AR 72701                                  | (479) 575-3514          | Yes                   |
| University of Arkansas   | <a href="mailto:rce@uark.edu">rce@uark.edu</a>  | Robert Ellis                                       | 3188 Bell Engineer Center<br>Fayetteville, AR 72701                                  | (479) 575-3514          | Yes                   |
| University of Central Oklahoma, Broadcasting                               | <a href="mailto:miscott@uco.edu">miscott@uco.edu</a>  | Mark Scott   | 100 N University, Edmond, OK   | (405) 974-5581          | Yes                   |
| University of Central Oklahoma   | <a href="mailto:careers@uco.edu">careers@uco.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                         | Julie Smith  | 100 University Blvd., Edmond, OK, 73034  | (405) 974-3346          | Yes                   |
| University of Oklahoma   | <a href="mailto:ksawyer@ou.edu">ksawyer@ou.edu</a>  | Kathy Sawyer                                       | 395 W. Lindsey, Norman, OK 73019   | (405) 325-5226          | Yes                   |
| University of Oklahoma   | <a href="mailto:leereynolds@ou.edu">leereynolds@ou.edu</a>  | Lee Reynolds                                       | 395 W. Lindsey, Norman, OK 73019   | (405) 325-5226          | Yes                   |
| University of Oklahoma   | <a href="mailto:oucs@ou.edu">oucs@ou.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>                                 | Alex Bratchelor                                    | 900 Asp Ave.<br>Suite 323, Norman, OK 73019  | (405) 325-1974          | Yes                   |
| University of Oklahoma   | <a href="mailto:melanieadams@ou.edu">melanieadams@ou.edu</a>  | Melanie Adams                                      | 900 Asp Ave.<br>Suite 323, Norman, OK 73019  | (405) 325-1974          | Yes                   |
| University of Tulsa  | <a href="mailto:john.coward@utulsa.edu">john.coward@utulsa.edu</a>  | John Coward  | 600 S College, Tulsa, OK 74104   | (918) 631-2841          | Yes                   |
| University of Tulsa  | <a href="mailto:david-moncrief@utulsa.edu">david-moncrief@utulsa.edu</a>  | David Moncrief                                     | 600 S College, Tulsa, OK 74104   | (918) 631-2841          | Yes                   |
| University of Tulsa  | <a href="mailto:sierra-ozeroqglu@utulsa.edu">sierra-ozeroqglu@utulsa.edu</a> or <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> | Sierra Ozeroqglu                                   | 800 S. Tucker Dr., Tulsa, OK 74104   | (918) 631-3532          | Yes                   |
| YWCA of Tulsa  | <a href="mailto:info@ywcatusla.org">info@ywcatusla.org</a>  |  | 1503 S. Denver, Tulsa, OK 74119  | (918) 588-9393          |                       |
| <b>Other Organizations</b>   | <b>Email Address</b>  | <b>Contact</b>                                     | <b>Address</b>   | <b>Telephone</b>        |                       |
| All Access (Post Radio Positions)  | <a href="mailto:Allaccess.com">Allaccess.com</a>  | Online Radio Posting                               | 28955 Pacific Coast Hwy 210, Malibu, CA 90265  | (310) 457-6616          |                       |
| Collective Talent  | <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>  | Michael Bille                                      |  |                         |                       |
| Indeed.com (Post as needed)  | <a href="https://www.indeed.com">indeed.com</a>   |  | 6433 Champion Grandview Way, Building 1, Austin, TX 78750                            |                         |                       |
| LindedIn (Post as needed)  | <a href="https://www.linkedin.com">linkedin.com</a>   |  | 2029 Stierlin Court, Mountain View, CA 94043   |                         |                       |
| MediaLine (Post as needed)   | <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>  | Don Mathews  | 1209 Wood Valley Rd., Augusta, GA 30909  | (706) 364-7564          |                       |
| National Association of Broadcasters                                       | <a href="mailto:info@nabcareers.org">info@nabcareers.org</a> (Post as needed)   | Career Svcs. Coord.                                | 8800 Lakewood Dr. #117, Windsor CA 95492   | (626) 792-3846          |                       |
| Oklahoma Association of Broadcasters (OAB)                                 | <a href="mailto:info@oabok.org">info@oabok.org</a>  | Nancy Struby                                       | 6520 N. Western, Ste. 104, OKC 73116   | (405) 848-0771          |                       |
| Public Relations Society of America  | <a href="mailto:careers@prsaokc.com">careers@prsaokc.com</a>  |  | P.O. Box, 18702, OKC 73154   | (405) 726-9900 ext 6119 | Yes                   |
| Society of Broadcast Engineers   | <a href="mailto:sbe.org">sbe.org</a> (Post as needed)   | <a href="mailto:kjones@sbe.com">kjones@sbe.com</a> |  |                         |                       |
| TV Jobs  | <a href="https://www.tvjobs.com">jobs@tvjobs.com</a>  | Mark C. Holloway                                   | PO Box 4116, Oceanside, CA 92052   | (760) 754-8177          | Yes                   |

EEO PUBLIC FILE REPORT: KOTV and KQCW and Griffin Radio: KBEZ, KFAQ, KHTT, KVOO, KXBL

February 1, 2019 ~ January 31, 2020

Appendix 2

| Organization                               | Email Address   | Contact       | Department                    | Telephone      | # Interviewees |
|--|---|---------------|-------------------------------|----------------|----------------|
| Addison Group Employment Services          | <a href="http://www.addisongroup.com">www.addisongroup.com</a>  |               |                               | (405) 843-5700 | 1              |
| All Access (Online Radio Posting)          | <a href="https://www.allaccess.com/">https://www.allaccess.com/</a>   |               |                               | (310) 457-6616 | 11             |
| Employee Referral                          | <a href="mailto:applications@griffincommunications.net">applications@griffincommunications.net</a>  | Livia Bennett | Human Resources               | (918) 732-6245 | 20             |
| Glassdoor.com (On Line Job Site)           | <a href="http://glassdoor.com">glassdoor.com</a>  |               |                               |                | 2              |
| Harding University                         | <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> or <a href="mailto:Careercenter@harding.edu">Careercenter@harding.edu</a>                 | Joy Tapley    | Career Services               | (501) 279-5555 | 2              |
| Indeed (Online Job Site)                   | <a href="http://Indeed.com">Indeed.com</a>  | Enzo Papallo  |                               | (800) 430-6955 | 9              |
| Internal Posting                           | <a href="mailto:applications@griffincommunications.net">applications@griffincommunications.net</a>  | Livia Bennett | Human Resources               | (918) 732-6245 | 26             |
| LinkedIn (Online Job Site)                 | <a href="http://LinkedIn.com/jobs">LinkedIn.com/jobs</a>  |               |                               |                | 1              |
| News6.com - Station Website                | <a href="mailto:applications@griffincommunications.net">applications@griffincommunications.net</a>  | Cherry Eaton  | Human Resources               | (405) 841-3647 | 28             |
| OAB - Oklahoma Association of Broadcasters | <a href="mailto:info@oabok.org">info@oabok.org</a>  | Nancy Struby  |                               | (405) 848-0771 | 4              |
| OC - Oklahoma Christain University         | <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> or <a href="mailto:careerservices@oc.edu">careerservices@oc.edu</a>                       | Susan Hoover  | Career Services               | (405) 425-5961 | 1              |
| OSU - Oklahoma State University            | <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> or <a href="mailto:careers@okstate.edu">careers@okstate.edu</a>                           |               |                               | (405) 744-5253 | 1              |
| Tulsa Tech                                 | <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> or <a href="http://tulsatech.edu">tulsatech.edu</a>                                       |               |                               | (918) 828-5009 | 2              |
| TVJobs.com                                 | <a href="http://jobs@tvjobs.com">jobs@tvjobs.com</a>  | Mark Holloway | Broadcast Employment Services | (760) 754-8177 | 1              |
| University of Tulsa                        | <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> or <a href="mailto:recruitingcoordinator@utulsa.edu">recruitingcoordinator@utulsa.edu</a> |               |                               | (918) 631-2986 | 1              |
| Word of Mouth or Friend                    |   |               |                               |                | 16             |
|  |   |               |                               | <b>TOTAL</b>   | <b>126</b>     |

KOTV & KQCW and Griffin Radio: KBEZ, KFAQ, KHTT, KVOO & KXBL

EEO PUBLIC FILE REPORT

February 1, 2019 - January 31, 2020

Appendix 3

| E. Total Number of Referral Sources For All Full-Time Vacancies Filled |                                |              |            | # of Interviewees | Employee Referral | Internal Post | News on 6.com | Friend or Word of Mouth | TV Jobs | Agent or Personnel Agency | All Access Radio | Indeed | LinkedIn | OAB | Univ Post  | Candidate Selected         |
|--|--------------------------------|--------------|------------|-------------------|-------------------|---------------|---------------|-------------------------|---------|---------------------------|------------------|--------|----------|-----|------------|----------------------------|
| 1. Job Title:  | Web Content Producer           | Date Filled: | 2/13/2019  | 2                 | 1                 |               |               | 1                       |         |                           |                  |        |          |     |            | Employee Referral          |
| 2. Job Title:  | Photojournalist                | Date Filled: | 3/20/2019  | 3                 | 1                 |               | 1             | 1                       |         |                           |                  |        |          |     |            | Word of Mouth              |
| 3. Job Title:  | Broadcast Engineer             | Date Filled: | 3/1/2019   | 2                 |                   |               | 1             |                         |         | Addison Group             |                  |        |          |     |            | Addison Group              |
| 4. Job Title:  | Multimedia Journalist (1 of 2) | Date Filled: | 4/9/2019   | 5                 |                   | 1             | 2             | 1                       |         |                           |                  | 1      |          |     |            | Station Website            |
| 5. Job Title:  | Multimedia Journalist (2 of 2) | Date Filled: | 4/9/2019   | 5                 |                   | 1             | 2             | 1                       |         |                           |                  | 1      |          |     |            | Friend/Former Intern       |
| 6. Job Title:  | KVOO On-Air Talent             | Date Filled: | 4/16/2019  | 2                 | 1                 |               | 1             |                         |         |                           |                  |        |          |     |            | Employee Referral          |
| 7. Job Title:  | Editor                         | Date Filled: | 4/16/2019  | 3                 | 1                 | 2             |               |                         |         |                           |                  |        |          |     |            | Employee Referral          |
| 8. Job Title:  | Producer                       | Date Filled: | 4/30/2019  | 3                 |                   | 1             | 1             |                         |         |                           |                  |        | 1        |     |            | Station Website            |
| 9. Job Title:  | Editor                         | Date Filled: | 5/23/2019  | 2                 |                   | 1             | 1             |                         |         |                           |                  |        |          |     |            | Station Website            |
| 10. Job Title:   | Web Content Producer           | Date Filled: | 5/23/2019  | 4                 |                   | 2             |               |                         |         |                           |                  |        |          |     | TU & OSU   | KWTV Internal Post         |
| 11. Job Title:   | Director                       | Date Filled: | 6/20/2019  | 5                 | 2                 | 1             |               |                         |         |                           |                  | 2      |          |     |            | Indeed.com                 |
| 12. Job Title:   | MMJ Sports Reporter            | Date Filled: | 6/20/2019  | 4                 |                   | 1             | 2             | 1                       |         |                           |                  |        |          |     |            | Station Website            |
| 13. Job Title:   | Associate Producer             | Date Filled: | 7/9/2019   | 2                 |                   | 1             | 1             |                         |         |                           |                  |        |          |     |            | Station Website            |
| 14. Job Title:   | Master Control Operator        | Date Filled: | 7/9/2019   | 3                 |                   |               | 1             | 1                       |         |                           |                  | 1      |          |     |            | Friend                     |
| 15. Job Title:   | Multimedia Journalist (1 of 2) | Date Filled: | 7/9/2019   | 6                 | 2                 | 2             | 2             |                         |         |                           |                  |        |          |     |            | Station Website            |
| 16. Job Title:   | Multimedia Journalist (2 of 2) | Date Filled: | 7/9/2019   | 6                 | 2                 | 2             | 2             |                         |         |                           |                  |        |          |     |            | Employee Referral          |
| 17. Job Title:   | Associate Producer             | Date Filled: | 7/9/2019   | 3                 |                   |               | 2             |                         |         |                           |                  |        |          |     | OC         | Friend / Employee Referral |
| 18. Job Title:   | Director of Radio Engineering  | Date Filled: | 7/12/2019  | 1                 | 1                 |               |               |                         |         |                           |                  |        |          |     |            | Friend / Employee Referral |
| 19. Job Title:   | KVOO Program Director/On-Air   | Date Filled: | 7/25/2019  | 13                | 1                 |               |               | 1                       |         |                           | 11               |        |          |     |            | Employee Referral          |
| 20. Job Title:   | Staff Meteorologist            | Date Filled: | 8/1/2019   | 4                 | 2                 |               | 1             | 1                       |         |                           |                  |        |          |     |            | Employee Referral          |
| 21. Job Title:   | News Business Admin            | Date Filled: | 8/13/2019  | 3                 |                   |               | 2             | 1                       |         |                           |                  |        |          |     |            | Word of Mouth              |
| 22. Job Title:   | Anchor Reporter                | Date Filled: | 8/23/2019  | 7                 |                   | 4             | 1             | 1                       | 1       |                           |                  |        |          |     |            | Friend                     |
| 23. Job Title:   | Producer (1 of 2)              | Date Filled: | 8/23/2019  | 4                 | 1                 |               |               |                         |         | Glassdoor                 |                  |        |          | 1   | Harding    | OAB Job Bank               |
| 24. Job Title:   | Producer (2 of 2)              | Date Filled: | 8/23/2019  | 4                 | 1                 |               |               |                         |         | Glassdoor                 |                  |        |          | 1   | Harding    | Harding University         |
| 25. Job Title:   | Assignment Editor              | Date Filled: | 9/3/2019   | 2                 |                   | 1             |               | 1                       |         |                           |                  |        |          |     |            | Friend                     |
| 26. Job Title:   | Audio Operator                 | Date Filled: | 9/3/2019   | 4                 |                   | 3             |               |                         |         |                           |                  |        |          |     | Tulsa Tech | Tulsa Tech                 |
| 27. Job Title:   | Production Assistant           | Date Filled: | 9/18/2019  | 3                 |                   |               | 1             |                         |         |                           |                  |        |          | 2   |            | OAB                        |
| 28. Job Title:   | Production Assistant           | Date Filled: | 9/18/2019  | 3                 | 1                 |               | 1             |                         |         |                           |                  |        |          |     | Tulsa Tech | Station Website            |
| 29. Job Title:   | Producer                       | Date Filled: | 10/18/2019 | 3                 |                   | 1             | 1             | 1                       |         |                           |                  |        |          |     |            | Friend                     |
| 30. Job Title:   | Radio Account Executive        | Date Filled: | 12/2/2019  | 4                 | 1                 |               | 2             | 1                       |         |                           |                  |        |          |     |            | Employee Referral          |
| 31. Job Title:   | Associate Producer             | Date Filled: | 12/2/2019  | 2                 |                   | 1             |               | 1                       |         |                           |                  |        |          |     |            | Word of Mouth              |
| 32. Job Title:   | Director / Technical Director  | Date Filled: | 12/19/2019 | 4                 | 1                 |               |               |                         |         |                           |                  | 3      |          |     |            | Indeed.com                 |
| 33. Job Title:   | Producer                       | Date Filled: | 12/31/2019 | 5                 | 1                 | 1             |               | 2                       |         |                           |                  | 1      |          |     |            | Word of Mouth              |
| Total:   |                                |              |            | 126               | 20                | 26            | 28            | 16                      | 1       | 3                         | 11               | 9      | 1        | 4   | 7          |                            |

**Appendix 4 Outreach  
2019 FCC Report  
KOTV and KQCW and  
Griffin Radio: KBEZ, KFAQ, KHTT, KVOO and KXBL**

**Job Fairs:**

The Director of Human Resources for KOTV, KQCW and Griffin Radio attended the following Job Fairs:

- OSU Communications Networking Event - March 6, 2019
- OU Atmospheric & Geographic Sciences Career Fair - March 1, 2019
- Tulsa Collegiate Job Fair (TU, TCC, OSU Tulsa, OU Tulsa, ORU, NESU, RSU, LU) - March 28, 2019
- Oklahoma Association of Broadcasters Student Day Career Fair - April 4, 2019
- Begg's High School Career Fair – April 24, 2019
- University of Arkansas, All Careers Fair - September 11, 2019
- ORU Fall Career Fair - September 25, 2019
- OSU Tulsa Fall Career Fair - October 1, 2019
- OU Journalism & Mass Communications Career & Internship Fair – October 15, 2019

**Internship Program:** KOTV/KQCW and Griffin Radio selects up to 3-6 interns each semester to participate in this program. The candidates must have completed at least 60 credit hours toward degree. Internship must be taken for college credit. Journalism, Broadcast News, Communications majors must have GPA of 2.75 or above, official transcript, a letter of recommendation from a current or former instructor, one page essay detailing why student is interested in internship, available as an intern 16 hours per week, must complete internship application and Griffin Communications Intern Release form.

**Job Shadow Programs:**

Our Job Shadow Programs allow employees a day-long opportunity to learn about other jobs in the organization.

*Who's eligible to apply:*

- Employees with the company one year or longer-- full or part-time.
- Employees with a minimum 2.5 total score on their most recent Performance Evaluation.
- Employees considered "in good standing" at the time of the application.

How the program works:

- Employees notify Human Resources of their interest in the program, specifying the department and position.
- If eligible, Human Resources will coordinate the shadowing with the supervisors of the department/job request.
- If more than one person in the department applies, then Human Resources will work with the supervisor and department head to 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 you need to know:

Interested staff should make their requests by these dates:

- Before Dec. 31<sup>st</sup> for January--March Shadowing
- Before March 31<sup>st</sup> for April--June Shadowing
- Before June 30<sup>th</sup> for July--September Shadowing
- Before September 30<sup>th</sup> for October--December Shadowing
- Those who shadow will be compensated, as normal, and the time worked will fall within the bounds of a regular work week.
- In each department there will be four opportunities a year for shadowing- one per quarter.
- One shadow experience per year, per person.
- Those selected agree to conform to the dress and behavior expectations set as the standard by the managers in the department/job they are shadowing.