

<b>EEO Public File Report</b>		
<b>February 1, 2021 - January 31, 2022</b>		
<b>Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KFAQ, KHTT, KVOO, KXBL)</b>		
<b>A. Full-Time Vacancies Filled During Last Year</b>		
Job Title	Date Filled	Referral Source of Hiree
Multimedia Journalist (1 of 2)	5/7/2021	Station Website
Multimedia Journalist (2 of 2)	5/7/2021	Station Website
Producer	5/13/2021	Word of Mouth
Master Control Operator	5/13/2021	Indeed
Web Content Producer	6/29/2021	Indeed
Associate Producer	7/22/2021	LinkedIn
Producer	8/9/2021	Station Website
Master Control Operator	8/23/2021	Employee Referral
Photojournalist	8/25/2021	Station Website
Staff Meteorologist	8/31/2021	Friend
Sports Blitz On-Air Personality	9/2/2021	Friend
Master Control Operator	9/29/2021	Indeed
Master Control Operator	10/14/2021	Station Website
Photojournalist	10/19/2021	Employee Referral
Multimedia Journalist	10/19/2021	Friend
Photojournalist	10/22/2021	Indeed
Production Assistant	11/17/2021	Oklahoma Association of Broadcasters
Multimedia Journalist	11/17/2021	Employee Referral
Photojournalist	11/29/2021	Station Website
Staff Meteorologist	12/13/2021	Employee Referral
Editor	12/16/2021	Handshake
Web Content Producer	12/20/2021	Handshake
<b>B. Referral Sources Used to Seek Candidates for Each Vacancy</b>		
See Appendix 1		
<b>C. Total Number of Interviewees for All Full-Time Vacancies Filled During Last Year</b>		
78		
<b>D. Total Number of Interviewees for All Full-Time Vacancies During Last Year Per Recruitment Source</b>		
See Appendix 2		
<b>E. Total Number of Referral Sources for All Full-Time Vacancies Filled During Last Year Per Recruitment Sources</b>		
See Appendix 3		
<b>F. Outreach Activities</b>		
See Appendix 4		
<b><i>Griffin Communications is an Equal Opportunity Employer</i></b>		

**EEO Public File Report Appendix 1****February 1, 2021 - January 31, 2022****Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KFAQ, KHTT, KVOO, KXBL)**

Organization	Email Address	Contact	Address	Phone
Cameron University	<a href="mailto:student_development@cameron.edu">student_development@cameron.edu</a>		2800 W Gore, Lawton, OK 73505	580-581-2209
Cameron University	<a href="mailto:triley@cameron.edu">triley@cameron.edu</a>	T Riley	2800 W Gore, Lawton, OK 73505	580-581-2425
Collective Talent	<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	Michael Bille		
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
Great Plains Technology Center	<a href="mailto:jobpostings@greatplains.edu">jobpostings@greatplains.edu</a>		4500 S W 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
Howard University School of Communications	<a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a>	Carol Dudley	525 Bryant St NW Washington, DC 20059	202-806-5806
Langston University	<a href="mailto:cdross@langston.edu">cdross@langston.edu</a>	CD Ross	PO Box 1255, Langston, OK 73050	877-466-2231
Langston University	<a href="mailto:kjflannigan@langston.edu">kjflannigan@langston.edu</a>	KJ Flannigan	PO Box 1255, Langston, OK 73050	877-466-2231
Metro Technology Center	<a href="mailto:mike.shelton@metrotech.edu">mike.shelton@metrotech.edu</a>	Mike Shelton	1901 Springlake Drive, Oklahoma City, OK 73111	405-424-8324
Missouri University	<a href="mailto:career@missouri.edu">career@missouri.edu</a>		76 G Gannett Hall, Columbia, MO 65211	573-882-0373
NAACP Media	<a href="mailto:media@oknaacp.org">media@oknaacp.org</a>			
NAACP Oklahoma	<a href="mailto:oknaacp@oknaacp.org">oknaacp@oknaacp.org</a>		2001 N Martin Luther King Ave, Oklahoma City, OK 73111	
Oklahoma State University	<a href="mailto:careers@okstate.edu">careers@okstate.edu</a>	Alicia Jackson	360 Student Union, Stillwater, OK 74078	405-744-5253
Oklahoma State University	<a href="mailto:gina.noble@okstate.edu">gina.noble@okstate.edu</a>	Gina Noble	361 Student Union, Stillwater, OK 74078	405-744-5254
Oral Roberts University	<a href="mailto:careers@oru.edu">careers@oru.edu</a>	Gloria Smith	7777 S Lewis, Tulsa, OK 74171	918-495-6912
Public Relations Society of America	<a href="mailto:careers@prsaokc.com">careers@prsaokc.com</a>		PO Box 18702, Oklahoma City, OK 73154	405-726-9900
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

South Eastern Oklahoma State University	<a href="mailto:placement@se.edu">placement@se.edu</a>	Scott Hensley	1405 N 4th Ave, Durant, OK 74701	580-745-2270
Southern Nazarene University	<a href="mailto:career@snu.edu">career@snu.edu</a>	Miriam Key	6729 NW 39th Expressway, Bethany, OK 73008	405-491-6684
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
Tulsa Community College	<a href="mailto:careerservices@tulsacc.edu">careerservices@tulsacc.edu</a>		3727 E Apache St, Tulsa, OK 74115	918-595-7000
TV Jobs	<a href="http://jobs@tvjobs.com">jobs@tvjobs.com</a>	Mark Holloway	PO Box 4116, Oceanside,, CA 92052	760-754-8177
University of Arkansas	<a href="mailto:ericae@uark.edu">ericae@uark.edu</a>	Erica Estes	1 University of Arkansas, Fayetteville, AR 72701	479-575-3514
University of Arkansas	<a href="mailto:ginas@uark.edu">ginas@uark.edu</a>	Gina S	205 Kimpel Hall, Fayetteville, AR 72701	479-575-6265
University of Arkansas	<a href="mailto:lfoley@uark.edu">lfoley@uark.edu</a>	Larry Foley	205 Kimpel Hall, Fayetteville, AR 72701	479-575-3601
University of Arkansas	<a href="mailto:recruit@uark.edu">recruit@uark.edu</a>		1 University of Arkansas, Fayetteville, AR 72701	479-575-2805
University of Central Oklahoma	<a href="mailto:careers@uco.edu">careers@uco.edu</a>	Julie Smith	100 N University Dr, Edmond, OK 73034	405-974-3346
University of Central Oklahoma, Broadcasting	<a href="mailto:mScott@uco.edu">mScott@uco.edu</a>	Mark Scott	100 N University Dr, Edmond, OK 73034	405-974-5581
University of Oklahoma	<a href="mailto:ksawyer@ou.edu">ksawyer@ou.edu</a>	Kathy Sawyer	395 W Lindsey, Norman, OK 73019	405-325-5226
University of Oklahoma	<a href="mailto:leereynolds@ou.edu">leereynolds@ou.edu</a>	Lee Reynolds	395 W Lindsey, Norman, OK 73019	405-325-5226
University of Oklahoma	<a href="mailto:melanieadams@ou.edu">melanieadams@ou.edu</a>	Melanie Adams	900 Asp Ave Suite 323, Norman, OK 73019	405-325-1974
University of Oklahoma	<a href="mailto:oucs@ou.edu">oucs@ou.edu</a>	Alex Bratchelor	900 Asp Ave Suite 323, Norman, OK 73019	405-325-1974
University of Tulsa	<a href="mailto:aaron-smith@utulsa.edu">aaron-smith@utulsa.edu</a>	Aaron Smith	600 S College, Tulsa, OK 74104	918-631-2841
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
YWCA of Tulsa	<a href="mailto:info@ywcatulsa.org">info@ywcatulsa.org</a>		1503 S Denver, Tulsa, OK 74119	918-588-9393

Job Boards	Email Address	Contact	Address	Phone
All Access Profile	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
Asian American Journalist Association	<a href="mailto:eric@journalismnext.com">eric@journalismnext.com</a>	Eric Wee	PO Box 117, Windsor, CA 95492	626-792-3846
Griffin Communications Job Listings	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
Handshake Profile (Northwestern Oklahoma State University, Oklahoma Christian University, Oklahoma City University, Oklahoma State University Institute of Technology, Southeastern Oklahoma State University, Southwestern Oklahoma State University, University of Oklahoma, University of Arkansas, University of Central Oklahoma, Arkansas State University, Arkansas Tech University, Harding University, Oral Roberts University, Rogers State University, Southern Nazarene University, University of Tulsa, East Central University, Langston University, University of Missouri )	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
Internal Job Postings	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
LinkedIn	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
National Association of Black Journalists	<a href="mailto:eric@journalismnext.com">eric@journalismnext.com</a>	Eric Wee	8800 Lakewood Dr #117, Windsor, CA 95492	626-792-3846
National Association of Hispanic Journalists	<a href="mailto:eric@journalismnext.com">eric@journalismnext.com</a>	Eric Wee	PO Box 117, Windsor, CA 95492	626-792-3846
Native American Journalist Association	<a href="mailto:jmedina@naja.com">jmedina@naja.com</a>	Justine Medina	395 W Lindsey St, Norman, OK 73019	316-734-1102
News 9 Job Listings	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	7401 N Kelley Ave, Oklahoma City, OK 73111	405-841-9176
News On 6 Job Listings	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	303 N Boston Ave, Tulsa, OK 74103	405-841-9176
Oklahoma Association of Broadcasters	<a href="mailto:struby@oabok.org">struby@oabok.org</a>	Nancy Struby	6520 N Wester Ave, Suite 104, Oklahoma City, OK 73116	405-848-0771

EEO Public File Report Appendix 2		
February 1, 2021 - January 31, 2022		
Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KFAQ, KHTT, KVOO, KXBL)		
Organization	Web Address	# of Interviewees
Internal	ADP Workforce Now Career Center	19
Station Website	<a href="https://bit.ly/31QEGXG">https://bit.ly/31QEGXG</a>	22
Friend/Word of Mouth		17
Indeed	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	10
Handshake	<a href="https://app.joinhandshake.com/emp/employers/97886">https://app.joinhandshake.com/emp/employers/97886</a>	2
Hire OSU Grads	<a href="http://hireosugrads.com/">http://hireosugrads.com/</a>	2
Simply Hired	<a href="https://www.simplyhired.com/">https://www.simplyhired.com/</a>	1
LinkedIn	<a href="https://www.linkedin.com/company/griffincommunications/jobs/">https://www.linkedin.com/company/griffincommunications/jobs/</a>	2
OAB	<a href="https://oabok.org/jobs/">https://oabok.org/jobs/</a>	1
TV Jobs	<a href="https://www.tvjobs.com/">https://www.tvjobs.com/</a>	1
Online, Other		1
<b>Total</b>		<b>78</b>

**EEO Public File Report Appendix 3**

**February 1, 2021 - January 31, 2022**

**Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KFAQ, KHHT, KVOO, KXBL)**

Job Title	Date Filled	# of Interviewees	Internal	Station Website	Friend/Word of Mouth	Indeed	Handshake	Hire OSU Grads	Simply Hired	LinkedIn	OAB	TVJobs	Online, Other	Candidate Selected
Multimedia Journalist (1 of 2)	5/7/2021	2	0	2	0	0	0	0	0	0	0	0	0	Station Website
Multimedia Journalist (2 of 2)	5/7/2021	2	0	2	0	0	0	0	0	0	0	0	0	Station Website
Producer	5/13/2021	5	2	1	1	0	0	0	0	0	0	1	0	Word of Mouth
Master Control Operator	5/13/2021	4	0	2	0	2	0	0	0	0	0	0	0	Indeed
Web Content Producer	6/29/2021	1	0	0	0	1	0	0	0	0	0	0	0	Indeed
Associate Producer	7/22/2021	2	0	1	0	0	0	0	0	1	0	0	0	LinkedIn
Producer	8/9/2021	6	3	2	1	0	0	0	0	0	0	0	0	Station Website
Master Control Operator	8/23/2021	5	3	0	1	1	0	0	0	0	0	0	0	Employee Referral
Photojournalist	8/25/2021	6	3	2	0	0	0	0	1	0	0	0	0	Station Website
Staff Meteorologist	8/31/2021	2	0	0	2	0	0	0	0	0	0	0	0	Friend
Sports Blitz On-Air Personality	9/2/2021	7	1	2	3	1	0	0	0	0	0	0	0	Friend
Master Control Operator	9/2/2021	5	2	1	0	2	0	0	0	0	0	0	0	Indeed
Master Control Operator	10/14/2021	5	2	2	0	1	0	0	0	0	0	0	0	Station Website
Photojournalist	10/19/2021	1	0	0	1	0	0	0	0	0	0	0	0	Employee Referral
Multimedia Journalist	10/19/2021	1	0	0	1	0	0	0	0	0	0	0	0	Friend
Photojournalist	10/22/2021	1	0	0	0	1	0	0	0	0	0	0	0	Indeed
Production Assistant	11/17/2021	5	2	2	0	0	0	0	0	0	1	0	0	Oklahoma Association of Broadcasters
Multimedia Journalist	11/17/2021	3	1	0	2	0	0	0	0	0	0	0	0	Employee Referral
Photojournalist	11/29/2021	1	0	1	0	0	0	0	0	0	0	0	0	Station Website
Staff Meteorologist	12/13/2021	1	0	0	1	0	0	0	0	0	0	0	0	Employee Referral
Editor	12/16/2021	4	0	1	1	0	1	0	0	1	0	0	0	Handshake
Web Content Producer	12/20/2021	9	0	1	3	1	1	2	0	0	0	0	1	Handshake
<b>Totals</b>		<b>78</b>	<b>19</b>	<b>22</b>	<b>17</b>	<b>10</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	

## **EEO Public File Report Appendix 4**

**February 1, 2021 – January 31, 2022**

**Tulsa: KOTV, KQCW, and Griffin Radio (KBEZ, KFAQ, KHHT, KVOO, KXBL)**

### **Career Fairs**

#### Registered and Attended:

1. University of Arkansas All Careers Virtual Fair – on Airmeeet
  - a. February 10, 2021
  - b. Attendee: Vice President of Content
2. Oral Roberts University 2021 Virtual Spring Career Fair – on Handshake
  - a. February 23, 2021
  - b. Attendee: Director of Human Resources
3. OU College of Atmospheric and Geographic Sciences Virtual Career and Internship Fair – on Handshake
  - a. March 10, 2021
  - b. Attendees: Human Resources Coordinator and Staff Meteorologist
4. Virtual Tulsa Collegiate Career Fair – on Handshake (The University of Tulsa, Tulsa Community College, OSU-Tulsa, OU-Tulsa, Oral Roberts University, Northeastern State University, Rogers State University, Langston University-Tulsa)
  - a. March 10, 2021
  - b. Attendees: Director of Human Resources, Tulsa and Director of Human Resources, Oklahoma City
5. University of Arkansas All Careers Virtual Fair – on Airmeeet
  - a. September 15, 2021
  - b. Attendees: Director of Content, Tulsa and Vice President of Content

#### Registered and Did Not Attend:

6. Oral Roberts University Fall Career Fair
  - a. September 29, 2021
  - b. Attendees: Director of Human Resources, Tulsa and Director of Content, Tulsa
  - c. Registered, but decided not to attend for safety reasons regarding Covid-19
7. OU College of Journalism and Mass Communication Career Fair 2021
  - a. October 12, 2021

- b. Attendees: Human Resources Coordinator, Executive Producer, and Director of Content, Oklahoma City
- c. Registered, but was postponed to March of 2022 for safety reasons regarding Covid-19

### **Internships**

1. News On 6 Marketing Internship
  - a. posted 8/4/2021
2. News On 6 Newsroom Internship
  - a. posted 11/15/2021

#### Internship Requirements:

- Must have completed at least 60 credit hours
- GPA of 2.75 or above
- Internship is for college credit
- Must be self-motivated and work well with others

### **Job Shadow Program**

1. Production Assistant employee shadowed for a Photographer position
  - a. signed 6/22/2021
2. On-Air Talent employee shadowed for a Reporter position
  - a. signed 8/16/2021

Purpose: To provide eligible employees a day-long opportunity to learn about other jobs in the organization.

- Who is eligible to apply:
  - Employees who have been with the station 1 year or longer – full or part-time
  - Employees considered “in good standing” at the time of application
- How the program works:
  - Employees notify their supervisor of their interest in the program, specifying the department and position of interest
  - If eligible, the applicant’s supervisor coordinates the shadowing with the supervisors of the department/position request

- If more than one employee in the department applies, the supervisor and department head will 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:
  - Interested employees should make their requests by these dates:
    - Before December 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
  - Employees who shadow will be compensated as normal, and the time worked will fall within the bounds of a regular work week
  - There will be 4 opportunities a year for shadowing in each department, 1 per quarter
  - 1 shadow experience per year, per person
  - Those selected agree to conform to the dress and behavior expectations set as the standard by the supervisors in the department/position they are shadowing

### **Management Training**

1. Hiring and Recruiting Manager Training
  - a. April 29, 2021
  - b. Led by Director of Human Resources, Oklahoma City and Director of Human Resources, Tulsa

### **Diversity and Inclusion Task Force**

Expanded Our Recruiting Efforts to Include:

- National Association of Black Journalists
- National Association of Hispanic Journalists
- Asian American Journalists Association
- Native American Journalists Association