

**KOKI-TV, KMYT-TV;
KRMG-FM, KRMG-AM, KWEN-FM, KJSR-FM, KRAV-FM
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019**

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
Traffic Coordinator (1718670)	1 - 53	48
Multimedia Journalist (1718776)	1 - 53	45
IT Support Technician (1718975)	1 - 53; 57; 60	57
Multimedia Journalist (1720463)	1 - 53	52
Community Events Team Lead (180595)	1 - 53; 57; 65	57
Sales Assistant (182940)	1 - 53	45
Manager Sales (1717830)	1 - 53; 65	45
Broadcast Engineer (184771)	1 - 53	48
Director of Broadcast Engineering (184345)	1 - 53	52
Digital Content Producer (185064)	1 - 53; 57	45
Director Digital Sales (185799)	1 - 53	52
Research Analyst (186061)	1 - 53; 57; 65	52
Digital Sales Specialist (187946)	1 - 53	52
Multimedia Journalist (181407)	1 - 53	45
Digital Content Producer (185065)	1 - 53; 57	57
Photographer (1810230)	1 - 53; 65	52
Account Executive (1812178a)	1 - 53; 57; 65	52
Account Executive (1812178b)	1 - 53; 57; 65	52
Account Executive (1812178c)	1 - 53; 57; 65	52
Director of Sales (183260)	1 - 53	45
On Air Talent – Classic Rock Mornings (1719896)	1 - 53; 54	54
Producer (189205)	1 - 53	48
Master Control Switcher (1812684)	1 - 53	45
Account Executive (1812477)	1 - 53; 57; 63; 65	49
Photojournalist Smkt (1815562)	1 - 53	48
Assignment Editor (1815605)	1 - 53	45

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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	Cherokee Nation PO Box 948 Tahlequah, OK 74465	Cynthia Wilson Phone: 918-453-5334	Cyndia-wilson@cherokee.org		N
6	Chickasaw Nation 520 East Arlington Ada, OK 74820	Haleigh McKinzie Phone: 580-436-7259	Haleigh.mckinzie@chickasaw.net		N
7	Department of Human Services 444 South Houston Tulsa, OK 74127	Sharon Reed Phone: 918-581-2913	Sharon.reed@okdhs.org		N
8	East Central University 1100 E. 14 th Street Ada, OK 74820	Samantha Dillehay Phone: 580-559-5598	sdillehy@ecok.edu		N
9	Goodwill Job Connection – Tulsa West TulsaWorks Career Academy 2800 Southwest Blvd Tulsa, OK 74107	Clarice Floyd Phone: 918-581-1270	cfloyd@goodwilltulsa.org JobPostings@goodwilltulsa.org		Y
10	John Brown University 2000 West University Street Siloam Springs, AR 72761	Brittany Ladner Phone: 479-524-7263	cda@jbu.edu		Y
11	Langston University PO Box 1255 204 Gandy Hall Langston, OK 73050	James Wallace Phone: 405-466-3240	jawallace@langston.edu		Y
12	Missouri State University 901 S. National Ave Springfield, MO 65897	Marjorie Stewart Phone: 417-836-5636	careercenter@missouristate.edu		N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
13	Missouri Valley College 500 E. College Marshall, MO 65340	Tiffany Bergman Phone: 660-831-4618	bergmant@moval.edu		N
14	Northeastern State University 705 North Grand Tahlequah, OK 74464	Autumn Stafford Phone: 918-444-3110 Dawn Giles Phone: 918-449-6140	careerservices@nsuok.edu giles@nsuok.edu		Y
15	Northern Oklahoma College 1220 East Grand Avenue Tahlequah, OK 74653	Jill Helmer Phone: 580-628-6240	Jill.helmer@noc.edu		Y
16	Northside Chamber of Commerce PO Box 1914 Lawton, OK 73502	Nicole Bailey Phone: 580-355-9547	Ndbldb2005@yahoo.com		N
17	OAB Job Bank 6520 N. Western Ste. 104 Oklahoma City, OK 73116	Nancy Struby Phone: 405-848-0771	struby@oabok.org		N
18	Oklahoma City University 2501 N. Blackwelder Oklahoma City, OK 73106	Lynette Martin Phone: 405-521-5171	lmartin@okcu.edu		N
19	Oklahoma Employment Security Commission – Veterans 1700 S. Main Sapulpa, OK 74066	Ron Julian Phone: 918-224-9430 ext.102	Ronald.julian@oesc.state.ok.us		N
20	Oklahoma Employment Security Commission 14002 E 21 st St., Suite 1030 Tulsa, OK 74134	LaDeana Moore Phone: 918-796-1226	Ladeana.moore@oesc.state.ok.us		Y
21	Oklahoma State University – Tulsa 130 North Hall 700 N Greenwood Ave Tulsa, OK 74106	Madison Duffy Phone: 918-594-8208	Maddie.duffy@okstate.edu		N
22	Oklahoma State University – Okmulgee 1801 E 4 th Okmulgee, OK 74447	Mark Allen Phone: 918-293-4830	Mark.allen@okstate.edu		N
23	Oklahoma State University Career Svs – Stillwater 206 Paul Miller Bldg Stillwater, OK 74078	Jack Hodgson Phone: 888-678-4473	Jack.hodgson@okstate.edu careers@okstate.edu		N
24	Oral Roberts University 7777 S Lewis Tulsa, OK 74171	Kelan Henderson Phone: 918-495-6912	kehenderson@oru.edu		Y
25	Resonance Center for Women 1608 South Elwood Tulsa, OK 74119	Cathy Hodges Phone: 918-587-3888, ext.224 Jerra Rhea Phone: 918-587-3888	chodges@resonancetulsa.org JRhea@resonancetulsa.org		Y
26	Rogers State University 1701 W Will Rogers Blvd Claremore, OK 74017	Lyndsey Simmons Phone: 918-343-7796	hr@rsu.edu		N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
27	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
28	Southern Nazarene University 6729 Northwest 39 th Expressway Bethany, OK 73008	Angela Rhodes Phone: 405-717-6226	career@snu.edu		Y
29	Southwestern Oklahoma State University 100 Campus Drive Weatherford, OK 73096	Heather Hummel Phone: 580-774-3233	Heather.hummel@swosu.edu		N
30	The Bridges Foundation 1345 N. Lewis Ave. Tulsa, OK 74110	Vicki Halladay Phone: 918-592-3333	vhalladay@thebridgesfound.org		N
31	The Major Group 6128 E 38 th St. Ste.307 Tulsa, OK 74135		majortc@aol.com		N
32	Tulsa Community College 909 South Boston 1014R Tulsa, OK 74119	Christina Ursin Phone: 918-595-7110	christina.ursin@tulsacc.edu		N
33	Tulsa Housing Authority 415 East Independence Tulsa, OK 74106	Rachella McAnulty Phone: 918-581-5723	hr@tulsahousing.org		N
34	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, OK 74110	Michael Davis Phone: 918-591-5677	Davis.michael.h@jobcorps.org		Y
35	Tulsa Technology Center PO Box 477200 Tulsa, OK 74147	Deb McCaskey Phone: 918-828-5216	Deb.mccaskey@tulsatech.edu		Y
36	University of Arkansas Pine Bluff 1200 N University Dr Mail Slot 4975 Pine Bluff, AR 71601	Yulanda Riley Phone: 870-575-8461	riley@uapb.edu		N
37	University of Arkansas Fayetteville One University of Arkansas ARKU 607 Fayetteville, AR 72701	Susan Pospisil Phone: 479-575-2804	recruit@uark.edu		Y
38	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
39	University of Oklahoma Ellison Hall Rm 234 633 Elm Ave Norman, OK 73071	Adrienne Jablonski Phone: 405-325-9122	ajablonski@ou.edu		N
40	University of Phoenix 10810 E 45 th St Tulsa, OK 74146	Jennifer Wilson Phone: 918-622-4877	Jennifer.wilson@phoenix.edu		N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
41	University of Tulsa 800 South Tucker Dr Tulsa, OK 74104-9700 www.hireTUgrads.com	Nicole Loykasek Phone: 918-631-2896 Austin Painchaud Phone: 918-631-2896	austin-painchaud@utulsa.edu recruitingcoordinator@utulsa.edu		Y
42	Vatterott College 4343 S 118 th E Ave Suite A Tulsa, OK 74146	Carolyn Brown Phone: 877-201-4433	Carolyn.brown@vatterott.edu		N
43	TVJobs.com	Mark	admin@tvjobs.com	3	N
44	KOKI FOX23 Station Website 2625 South Memorial Drive Tulsa, OK 74129 www.fox23.com	Danielle Lisle Phone: 918-388-5231	dlisle@fox23.com		N
45	Cox Media Group Career Website Internet/Intranet – www.jobs.coxmediagroup.com	Company Internet Posting		40	N
46	DiversityInc.com Internet/Intranet – www.diversityinc.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
47	Glassdoor.com Internet/Intranet – www.glassdoor.com	Internet Posting – Automatic wrap from Cox Media Group Career Website		4	N
48	Indeed.com Internet/Intranet – www.indeed.com	Internet Posting – Automatic wrap from Cox Media Group Career Website		52	N
49	Nexxt.com Internet/Intranet – www.nexxt.com	Internet Posting – Automatic wrap from Cox Media Group Career Website		1	N
50	Recruit Military Internet/Intranet – www.recruitmilitary.com	Internet Posting – Automatic wrap from Cox Media Group Career Website			N
51	America's Job Exchange 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
52	Employee Referrals	Referrals from current employees		26	N
53	Internal Employee	Internal Employee		20	N
Sources for Specific Vacancies					
54	All Access Job Board Internet/Intranet – www.allaccess.com	Internet Posting		2	N
55	Careerbuilder Internet/Intranet – www.careerbuilder.com	Internet Posting			N

No.	Recruitment Source	Contact	Email	Total Interviewed	Entitled Notification (Yes/No)
56	Dice Internet/Intranet – www.dice.com	Internet Posting			N
57	LinkedIn Internet/Intranet – www.linkedin.com	Social Network		20	N
58	MediaBistro Internet/Intranet – www.mediabistro.com	Internet Posting	Liana.choi@mediabistro.com		N
59	MediaRecruiter Internet/Intranet – www.mediarecruiter.com	Internet Posting	art@mediarecruiter.com		N
60	Monster Internet/Intranet – www.monster.com	Internet Posting		1	N
61	Simplyhired.com Internet/Intranet – www.simplyhired.com	Internet Posting			N
62	Spots N Dots Internet/Intranet – www.spotsndots.com	Internet Posting			N
63	ZipRecruiter Internet/Intranet – www.ziprecruiter.com	Internet Posting		1	N
64	Facebook Internet/Intranet – www.facebook.com	Social Network			N
65	Directly Sourced by Recruiter	Cox Recruiter		10	N
66	Former Employee	Referral from former employee			N
67	Magazine and Trade Publication	Magazine and Trade Publication			N
68	Radio KRAV-FM, KWEN-FM, KWEN-HD2, KJSR-FM, KRMG-FM	Radio Advertisement			N
	TOTAL INTERVIEWS			180	

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Programs	<p>During 2018, the stations employed 3 interns from the following educational institutions:</p> <ul style="list-style-type: none"> • Oral Roberts University • Oklahoma State University (OSU) • Langston University <p>Interns received on the job training in News Production, Sales and Digital Content.</p>
Career Fairs	<ul style="list-style-type: none"> • February 28, 2018 – 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 CMG Tulsa IT Director, Jack Conway attended for duration. • March 6, 2018 – OSU Tulsa Spring Career Fair. Participation in the Oklahoma State University Career Fair in Tulsa, OK branch, 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 attended for duration. • March 7, 2018 – Northeastern State University Career Fair. NSU career fair is specifically designed to promote professional post-graduation jobs and internship opportunities with the NSU students. CMG Tulsa General Administrative/HR Assistant, Danielle Lisle and CMG Director of Operations, Ted Gonderman attended for duration. • March 14, 2018 – Rogers State University Career Fair. Participation in the Rogers State University Career Fair in Claremore, OK an effort to recruit qualified candidates and to

	<p>provide information on open opportunities. CMG Tulsa General Administrative/ HR Assistant, Danielle Lisle and CMG Tulsa Director of Operations, Ted Gonderman attended for duration.</p> <ul style="list-style-type: none"> • April 11, 2018 – The University of Tulsa Brand Center Job Fair. This program is designed for the TU Ad Program aspiring media students to meet executives from the media industry around the Tulsa metro area. This job fair allows students to gather for advice and opportunities on how to move forward with applications or internships in the media field. CMG Tulsa General Administrative/HR Assistant, Danielle Lisle, CMG Tulsa Director of Operations, Ted Gonderman and CMG Tulsa General Sales Manager, Tracie Poe attended for duration. • April 19, 2018 – OAB Career Fair. Participation in the Oklahoma Association of Broadcasters Career Fair in Tulsa, OK an effort to recruit qualified candidates and to provide information on open opportunities. CMG Tulsa General Administrative/HR Assistant, Danielle Lisle and CMG Tulsa Director of Operations, Ted Gonderman attended for duration. • October 2, 2018 - 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 General Administrative/ HR Assistant, Danielle Lisle attended for duration.
<p>Training</p>	<ul style="list-style-type: none"> • January 2018 through September 2018 – CMGLP-Leadership Program. CMG Tulsa Sr Executive Producer, Lindsay O’Donnell participated in the CMG Leadership program designed to grow our leading managers in following areas: Connecting for Success, Developing Emotional Intelligence, Talent Development Conversations That Matter, Communicating with Influence and Presence, Accelerating Change. This program has intense online elements as well as multiple trips to CMG Atlanta for in person workshops and seminars. • March through September 2018 – Frontline University. CMG Tulsa Creative Services Director, Tim Boknecht began training program

	<p>designed to provide leaders tools to manage themselves and others in a dynamic, changing, diverse workplace. This included online courses and class workshops in Miami.</p> <ul style="list-style-type: none"> • April 2018 – CMG Tulsa Creative Services Director, Tim Boknecht attended Video Production training and cross platform resources with CMG Orlando to bring to Tulsa and implement to our CMG staff. • September 26-27, 2018 – CMG Tulsa Director of Engineering, Sonny Hollingshead hosted live training for all media staff on Active Shooter (How to react in the event an active shooter enters the workplace); and Field Safety (How to react and diffuse potentially dangerous situations when reporting in the field, while on remote broadcasts, or when performing other duties in a public area). Recorded both training sessions and placed link to videos on our intranet access for all new hires to view when onboarded.
<p>Participation in events or programs sponsored by Educational Institutions</p>	<ul style="list-style-type: none"> • April 25, 2018 – Langston University Mock Interviews. CMG Tulsa Operations Director, Ted Gonderman attended mock interview day at Langston University to help prepare students for the professional broadcast workforce after they graduate. CMG Tulsa Director of Operations, Ted Gonderman conducted the mock interviews with 7 students from 11am to 3pm. • April 26, 2018 – Tulsa Technology College Mock Interviews. CMG Tulsa Operations Director, Ted Gonderman attended mock interview day at Tulsa Tech to help prepare students with entering the professional workforce after they graduate. Students with 12 interviews were conducted from 8am to noon. • May 8, 2018 – Career Talk: Weather. CMG Tulsa Meteorologist, Brad Carl, attended Union High School to talk about Severe Weather and Weather Forecasting. Event duration was 1 hour with 15 students in attendance. • August 10, 2018 – Spartan Aeronautics Drone Talk. CMG Tulsa Special Projects Manager, Phillip Price and CMG Tulsa Chief Photographer, David Vandever visited Spartan Aeronautics in Tulsa to discuss how the media industry incorporates Drone flight into the day-to-day news coverage. Included in discussions were current challenges that media industry faces when flying within the city limits, FAA rules and general use and safety of drones. We have partnered with Spartans program to

	<p>discuss Drone usage to approximately 25 students and 2 instructors each semester for a half day media “Drone” talk program.</p> <ul style="list-style-type: none"> • November 2, 2018 – Creative Services Director, Tim Boknecht participated on an industry panel about real-world use of drones for the Flight Night Drone Fly organized by the Tulsa Regional STEM Alliance. Event was attended by area K-12 students at the TCC Riverside Campus. • November 5, 2018 – CMG Tulsa Anchor, Shae Rozzi conducted mock interviews for students at the “Biz Town” Junior Achievement Biz Town experience. Event duration was 2 hours for 50 students and educators.
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"> • 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>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 7, 2018 – Severe Weather Expo. CMG Tulsa James Aydelott, Brad Carl, Michael Seger, Laura Mock, Megan McClellan, Levi May, April Hill, Dan Potter, Rick Couri, Russell Mills, Skyler Cooper and Lisa Burkman participated in a Severe Weather Awareness Expo teaming up with National Weather Service and other media outlets to educate the community on severe weather and safety. Expo held at Woodland Hills Mall from 12-4p with over 1000 people in attendance through the duration. • April 14, 2018 – CMG Tulsa Annual StormCon. This annual event hosted by KRMG, is designed to give the community a behind the scenes look at severe weather coverage in Oklahoma. Event drew more than 250 people and featured information on how

	<p>storms are tracked, and how best to stay safe during severe weather. Presenters included KRMG's Storm Center Team, FOX23 Meteorologists and forecasters from the National Weather Center.</p> <ul style="list-style-type: none">• April 19, 2018 – Digital Content. CMG Tulsa Digital Content Manager, Caitlin Huggins spoke to undergraduate media class at OSU in Stillwater. Q&A session included conversation about working in news media and the growing digital aspects of the industry and challenges around social media or digital content. Conversation included 30 students for approximately 2 hours.• August 6, 2018 – CMG Tulsa Director of Engineering, Sonny Hollingshead led a group of 10 Spartan School of Aeronautics electronics students and their instructor on a tour of the satellite downlink and SNG uplink facilities. During tour, we explained the purpose and use of each unit including a brief history of the facilities and how it works. Additional walk-through and discussion of the master control, news control room and news studio facilities.• September 14, 2018 – Back to School S.T.E.M. Expo. CMG Tulsa participated in the STEM hand on, curiosity-driven event that was created to ignite a love of STEM (science, technology, engineering and math) in middle school students. Event filled with opportunities to learn and explore through live and interactive presentations for all area students.• October 29, 2018 – CMG Tulsa Director of Engineering, Sonny Hollingshead led a group of 5 Spartan School of Aeronautics electronics students and their instructor on a tour of the satellite downlink and SNG uplink facilities. During tour, we explained the purpose and use of each unit including a brief history of the facilities and how it works. CMG Tulsa TV Meteorologist, Michael Seger then led a discussion and tour of the Weather center which concluded with a Q&A session.
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