

<b>EEO Public File Report</b>		
<b>January 23, 2024 - January 14, 2025</b>		
<b>Tulsa: KOTV, KQCW, and Griffin Radio (KRQV, KHTT, KVOO, KXBL, KOTV-AM)</b>		
<b>A. Full-Time Vacancies Filled During Last Year</b>		
Job Title	Date Filled	Referral Source of Hiree
KOTV Photojournalist	2/16/2024	Employee Referral
KOTV Producer	2/23/2024	Station Website
KOTV Multimedia Journalist	2/29/2024	Employee Referral
Griffin Media Promotion Coordinator	3/8/2024	Station Website
KOTV Broadcast Engineer	4/29/2024	Glassdoor
KOTV Photojournalist	6/18/2024	Employee Referral
Griffin Radio Sales Promotion Coordinator	7/11/2024	LinkedIn
KOTV Web Content Producer	8/7/2024	Indeed
KOTV Helicopter Video Journalist	9/6/2024	Employee Referral
KOTV Photojournalist	9/17/2024	Employee Referral
KWTV Account Executive	12/9/2024	Word of Mouth / Friend
<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>		
42		
<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****January 23, 2024 - January 14, 2025****Tulsa: KOTV, KQCW, and Griffin Radio (KRQV, KHTT, KVOO, KXBL, KOTV-AM)**

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
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
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
Missouri University	<a href="mailto:career@missouri.edu">career@missouri.edu</a>		76 G Gannett Hall, Columbia, MO 65211	573-882-0373
Oklahoma State University	<a href="mailto:careers@okstate.edu">careers@okstate.edu</a>	Kellie Ebert	360 Student Union, Stillwater, OK 74078	405-744-8252
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="mailto: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:gingerb@uark.edu">gingerb@uark.edu</a>	Ginger Blackstone	205 Kimpel Hall, Fayetteville, AR 72701	479-575-4517
University of Arkansas	<a href="mailto:txk014@uark.edu">txk014@uark.edu</a>	Tiffany King	205 Kimpel Hall, Fayetteville, AR 72701	479-575-5967
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 North Texas	<a href="mailto:eric.green2@unt.edu">eric.green2@unt.edu</a>	Eric Green		
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:oucs@ou.edu">oucs@ou.edu</a>	Alex Bratchelor	900 Asp Ave Suite 323, Norman, OK 73019	405-325-1974
YWCA of Tulsa	<a href="mailto:info@ywcatusa.org">info@ywcatusa.org</a>		1503 S Denver, Tulsa, OK 74119	918-588-9393

Job Boards	Email Address	Contact	Address	Phone
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 Media Job Listings	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	405-841-9176
Handshake Profile (Arkansas Sate University, Arkansas Tech University, East Central University, Harding University, John Brown University, Langston University, Mid-America Christian University, Northwestern Oklahoma State University, Oklahoma Christian University, Oklahoma City Community College, Oklahoma City University, Oklahoma State University Institute of Technology, Oral Roberts University, Rogers State University, Rose State College, Southeastern Oklahoma State University, Southern Nazarene University, Southwestern Oklahoma State University, The University of Oklahoma, The University of Tulsa, Tulsa Community College, University of Arkansas, University of Central Oklahoma, University of Missouri, University of North Texas, University of Science and Arts of Oklahoma)	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	405-841-9176
Internal Job Postings	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	405-841-9176
JayMac Job Board (Gaylord College of Journalist and Mass Communication)	<a href="mailto:ksawyer@ou.edu">ksawyer@ou.edu</a>	Kathy Sawyer	395 W Lindsey St, Norman, OK 73109	405-325-5226
JournalismNext	<a href="mailto:eric@journalismnext.com">eric@journalismnext.com</a>	Eric Wee		703-629-0178
LinkedIn	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	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
Indigenous Journalists Association	<a href="mailto:jmedina@naja.com">jmedina@naja.com</a>	Justine Medina		316-734-1102
Military Veterans in Journalism	<a href="mailto:eric@journalismnext.com">eric@journalismnext.com</a>	Eric Wee	PO Box 117, Windsor, CA 95492	626-792-3846
News 9 Job Listings	<a href="mailto:maddie.stockard@griffin.news">maddie.stockard@griffin.news</a>	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	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

Career Fairs (see Appendix 4 for more information regarding Career Fairs)
Case Western Reserve University
Langston University
Langston University-Tulsa
Northeastern State University
Oklahoma Christian University
Oklahoma City University
Oklahoma State University
Oklahoma State University-Oklahoma City
Oklahoma State University-Tulsa
Oral Roberts University
Rogers State University
Tulsa Community College
University of Central Oklahoma
University of Oklahoma
University of Oklahoma-Tulsa
University of Science and Arts of Oklahoma
University of Southern Oklahoma
University of Tulsa

EEO Public File Report Appendix 2		
January 23, 2024 - January 14, 2025		
Tulsa: KOTV, KQCW, and Griffin Radio (KRQV, KHTT, KVOO, KXBL, KOTV-AM)		
Organization	Web Address	# of Interviewees
Employee Referral	N/a	12
Glassdoor	glassdoor.com	1
Handshake	app.joinhandshake.com/emp/employers/97886	2
Indeed	indeed.com/jobs	8
Internal Candidate	Paycom Job Opportunities	6
LinkedIn	linkedin.com/company/griffinoklahoma	3
Other	Not provided	3
Station Website	griffin.news/jobs	5
Word of Mouth / Friend	N/a	2
<b>Total</b>		<b>42</b>

**EEO Public File Report Appendix 3****January 23, 2024 - January 14, 2025****Tulsa: KOTV, KQCW, and Griffin Radio (KRQV, KHTT, KVOO, KXBL, KOTV-AM)**

Job Title	Date Filled	# of Interviewees	Internal Candidate	Station Website	Employee Referral	Indeed	Handshake	Word of Mouth / Friend	LinkedIn	Glassdoor	Other	Candidate Selected
KOTV Photojournalist	2/16/2024	2	0	0	2	0	0	0	0	0	0	Employee Referral
KOTV Producer	2/23/2024	5	3	1	0	0	1	0	0	0	0	Station Website
KOTV Multimedia Journalist	2/29/2024	2	0	0	2	0	0	0	0	0	0	Employee Referral
Griffin Media Promotion Coordinator	3/8/2024	6	0	1	2	1	0	0	1	0	1	Station Website
KOTV Broadcast Engineer	4/29/2024	4	0	0	0	2	0	0	1	1	0	Glassdoor
KOTV Photojournalist	6/18/2024	2	0	1	1	0	0	0	0	0	0	Employee Referral
Griffin Radio Sales Promotion Coordinator	7/11/2024	3	2	0	0	0	0	0	1	0	0	LinkedIn
KOTV Web Content Producer	8/7/2024	7	0	2	0	3	1	0	0	0	1	Indeed
KOTV Helicopter Video Journalist	9/6/2024	2	1	0	1	0	0	0	0	0	0	Employee Referral
KOTV Photojournalist	9/17/2024	3	0	0	1	2	0	0	0	0	0	Employee Referral
KOTV Account Executive	12/9/2024	6	0	0	3	0	0	2	0	0	1	Word of Mouth / Friend
<b>Totals</b>		<b>42</b>	<b>6</b>	<b>5</b>	<b>12</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>3</b>	

**EEO Public File Report Appendix 4**  
**January 23, 2024 – January 14, 2025**  
**Tulsa: KOTV, KQCW, and Griffin Radio (KRQV, KHTT, KVOO, KXBL, KOTV-AM)**

**Career Fairs**

1. University of Central Oklahoma
  - a. February 8, 2024
  - b. Attendees: Director of Human Resources and Executive Producer
2. Oklahoma City University
  - a. February 13, 2024
  - b. Attendees: HRIS/Human Resources Generalist and Multimedia Journalist
3. Langston University
  - a. February 27, 2024
  - b. Attendees: Director of Human Resources and Multimedia Journalist
4. University of Oklahoma – Atmospheric and Geographic Sciences
  - a. February 28, 2024
  - b. Attendees: Director of Human Resources and Staff Meteorologist
5. Tulsa Collegiate Career Fair – The University of Tulsa, Tulsa Community College, University of Oklahoma-Tulsa, Oral Roberts University, Northeastern State University, Rogers State University, Langston University-Tulsa
  - a. February 28, 2024
  - b. Attendees: Statewide Director of Human Resources and Multimedia Storytelling Supervisor
6. University of Central Oklahoma Media Conference and Job Fair
  - a. February 28, 2024
  - b. Attendee: Executive Producer
7. University of Oklahoma – Journalism and Mass Communication
  - a. March 26, 2024
  - b. Attendees: Director of Human Resources and Anchor/Reporter
8. Oklahoma Association of Broadcasters
  - a. April 4, 2024
  - b. Attendees: HRIS/Human Resources Generalist, Vice President of Content, Director of Content-OKC, and Director of Content-Tulsa
9. HireOklahoma Multi-University Alumni Career Fair – Oklahoma State University-Stillwater, University of Oklahoma, Oklahoma State University-Oklahoma City, Langston University, Northeastern State University, Oklahoma State University-Tulsa, Oral Roberts University,



Rose State College, University of Southern Oklahoma, University of Central Oklahoma, Oklahoma Christian University, University of Tulsa, University of Science and Arts of Oklahoma, Case Western Reserve University

- a. May 29, 2024
- b. Attendees: Director of Human Resources and Anchor/Reporter

10. University of Oklahoma – Atmospheric and Geographic Sciences

- a. October 23, 2024
- b. Attendees: Director of Human Resources and Staff Meteorologist

### **Internships**

- 1. News On 6 Marketing Internship
  - a. Posted 2/1/2024
- 2. News On 6 Newsroom Internship
  - a. Posted 2/19/2024

#### **Internship Requirements:**

- Must have completed at least 60 credit hours
- GPA of 2.75 or above
- Internship is for college credit

We had a total of 8 interns from 4 different universities for our News, Marketing, Weather, Radio, and Web Content departments.

### **Job Shadow Program**

- Assignment Editor job shadowed a Photojournalist in February.
- Multimedia Journalist job shadowed a Anchor/Reporter in August.
- Multimedia Journalist job shadowed Special Projects department in August.

Purpose: To provide eligible employees with 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

- 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:
  - Employees who shadow will be compensated as normal, and the time worked will fall within the bounds of a regular work week
  - 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

We sent multiple all staff email reminders about the Job Shadow program in both February and August.

### **Diversity and Inclusion**

Continued participation in the following job boards:

- National Association of Black Journalists
- National Association of Hispanic Journalists
- Asian American Journalists Association
- Indigenous Journalists Association
- JournalismNext – Community for Journalists of Color
- Military Veterans in Journalism

### **Other Outreach**

- Director of Digital Content spoke as part of a panel at the Public Relations Society of America meeting in February about the changing newsroom.
- Vice President of Content participated in Zoom interviews for Broadcast Journalism students at Ohio University in February.
- 5 employees represented News On 6 at the National Association of Black Journalists Region 3 conference in April.
- Multimedia Journalist attended Career Day at Happy Hands Education Center in April.
- Director of Broadcast Automation participated in Tulsa Tech's Mock Interview Day for TV production students to practice interviewing in May.
- Assistant News Director and Director of Digital Content invited to join the University of Oklahoma Gaylord College Board of Visitors to ensure curriculum and faculty are up to date.
- Multimedia Journalist attended National Association of Black Journalists convention in Chicago.
- 7 employees represented News On 6 at the National Association of Black Journalists-Tulsa Salute to Excellence Gala.