

EEO Public File Report		
January 23, 2024 - January 14, 2025		
Oklahoma City: KWTW and KSBI		
A. Full-Time Vacancies Filled During Last Year		
Job Title	Date Filled	Referral Source of Hiree
KWTW Executive Producer	4/9/2024	Employee Referral
KWTW Broadcast Automation Director	4/29/2024	Employee Referral
KWTW Master Control Operator	4/29/2024	Handshake
KWTW Network Systems Administrator	5/9/2024	LinkedIn
KWTW Associate Producer	5/17/2024	Employee Referral
KWTW Web Content Producer	6/4/2024	Employee Referral
Griffin Media Payroll/AP Executive Coordinator	6/25/2024	LinkedIn
KWTW Master Control Operator	7/2/2024	Indeed
KWTW Reporter	7/1/2024	Employee Referral
KWTW Editor/Photojournalist	7/18/2024	Word of Mouth/Friend
Griffin Media General Counsel	7/24/2024	Word of Mouth/Friend
KWTW Marketing Coordinator	7/25/2024	Employee Referral
KWTW Assignment Editor	8/6/2024	Employee Referral
KWTW Broadcast Automation Director	8/19/2024	Indeed
KWTW Editor/Photojournalist	9/10/2024	LinkedIn
KWTW Producer (1)	9/11/2024	Employee Referral
KWTW Producer (2)	9/11/2024	LinkedIn
KWTW Producer (3)	9/11/2024	Employee Referral
KWTW Network Systems Administrator	9/26/2024	Company Recruiter
KWTW Multimedia Journalist	10/3/2024	Employee Referral
KWTW Multi-Media Sales Coordinator	10/14/2024	Indeed
KWTW Community Segment Booking Producer	10/15/2024	Employee Referral
KWTW Photojournalist	10/17/2024	Employee Referral
KWTW Assignment Editor	10/28/2024	Employee Referral
Griffin Media Digital Sales Traffic Coordinator	11/12/2024	Employee Referral
KWTW Multimedia Journalist	11/15/2024	Company Recruiter
KWTW Editor/Photojournalist	11/15/2024	Employee Referral
KWTW Master Control Operator	11/18/2024	Employee Referral
Griffin Media Digital Sales Traffic Coordinator	12/30/2024	LinkedIn
Griffin Media Benefits/Human Resources Generalist	1/2/2025	Indeed
B. Referral Sources Used to Seek Candidates for Each Vacancy		
See Appendix 1		
C. Total Number of Interviewees for All Full-Time Vacancies Filled During Last Year		
146		
D. Total Number of Interviewees for All Full-Time Vacancies During Last Year Per Recruitment Source		
See Appendix 2		
E. Total Number of Referral Sources for All Full-Time Vacancies Filled During Last Year Per Recruitment Sources		
See Appendix 3		
F. Outreach Activities		
See Appendix 4		
<i>Griffin Communications is an Equal Opportunity Employer</i>		

EEO Public File Report Appendix 1				
January 23, 2024 - January 14, 2025				
Oklahoma City: KWTW and KSBI				
Job Posting Contacts	Email Address	Contact	Address	Phone
Cameron University	student_development@cameron.edu		2800 W Gore, Lawton, OK 73505	580-581-2209
Cameron University	triley@cameron.edu	T Riley	2800 W Gore, Lawton, OK 73505	580-581-2425
Gaylord College of Journalism & Mass Communications	gaylordextra@ou.edu	Rachel Eikenbary	395 W Lindsey, Norman, OK 73019	405-325-3689
Great Plains Technology Center	jobpostings@greatplains.edu		4500 S W Lee Blvd, Lawton, OK 73505	580-250-5535
Howard University School of Communications	cdudley@howard.edu	Carol Dudley	525 Bryant St NW Washington, DC 20059	202-806-5806
Langston University	cdross@langston.edu	CD Ross	PO Box 1255, Langston, OK 73050	877-466-2231
Langston University	kjflannigan@langston.edu	KJ Flannigan	PO Box 1255, Langston, OK 73050	877-466-2231
Missouri University	career@missouri.edu		76 G Gannett Hall, Columbia, MO 65211	573-882-0373
Oklahoma State University	careers@okstate.edu	Kellie Ebert	360 Student Union, Stillwater, OK 74078	405-744-8252
Oklahoma State University	gina.noble@okstate.edu	Gina Noble	361 Student Union, Stillwater, OK 74078	405-744-5254
Oral Roberts University	careers@oru.edu	Gloria Smith	7777 S Lewis, Tulsa, OK 74171	918-495-6912
Public Relations Society of America	careers@prsaokc.com		PO Box 18702, Oklahoma City, OK 73154	405-726-9900
Rose State University	careercoach@rose.edu	Cindy Freeman	6420 SE 15th, Midwest City, OK 73110	405-733-7377
South Eastern Oklahoma State University	placement@se.edu	Scott Hensley	1405 N 4th Ave, Durant, OK 74701	580-745-2270
Southern Nazarene University	career@snu.edu	Miriam Key	6729 NW 39th Expressway, Bethany, OK 73008	405-491-6684
Southwestern Oklahoma State University	jonna.myers@swosu.edu	Jonna Myers	100 Campus Drive, Weatherford, OK, 73096	580-774-3233

Tulsa Community College	careerservices@tulsacc.edu		3727 E Apache St, Tulsa, OK 74115	918-595-7000
TV Jobs	jobs@tvjobs.com	Mark Holloway	PO Box 4116, Oceanside,, CA 92052	760-754-8177
University of Arkansas	ericae@uark.edu	Erica Estes	1 University of Arkansas, Fayetteville, AR 72701	479-575-3514
University of Arkansas	ginas@uark.edu	Gina S	205 Kimpel Hall, Fayetteville, AR 72701	479-575-6265
University of Arkansas	gingerb@uark.edu	Ginger Blackstone	205 Kimpel Hall, Fayetteville, AR 72701	479-575-4517
University of Arkansas	txk014@uark.edu	Tiffany King	205 Kimpel Hall, Fayetteville, AR 72701	479-575-5967
University of Arkansas	recruit@uark.edu		1 University of Arkansas, Fayetteville, AR 72701	479-575-2805
University of Central Oklahoma	careers@uco.edu	Julie Smith	100 N University Dr, Edmond, OK 73034	405-974-3346
University of Central Oklahoma, Broadcasting	mscott@uco.edu	Mark Scott	100 N University Dr, Edmond, OK 73034	405-974-5581
University of North Texas	eric.green2@unt.edu	Eric Green		
University of Oklahoma	ksawyer@ou.edu	Kathy Sawyer	395 W Lindsey, Norman, OK 73019	405-325-5226
University of Oklahoma	oucs@ou.edu	Alex Bratchelor	900 Asp Ave Suite 323, Norman, OK 73019	405-325-1974
YWCA of Tulsa	info@ywcatusa.org		1503 S Denver, Tulsa, OK 74119	918-588-9393

Job Boards	Email Address	Contact	Address	Phone
Asian American Journalist Association	eric@journalismnext.com	Eric Wee	PO Box 117, Windsor, CA 95492	626-792-3846
Griffin Media Job Listings	maddie.stockard@griffin.news	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)	maddie.stockard@griffin.news	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	405-841-9176
Internal Job Postings	maddie.stockard@griffin.news	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	405-841-9176
JayMac Job Board (Gaylord College of Journalist and Mass Communication)	ksawyer@ou.edu	Kathy Sawyer	395 W Lindsey St, Norman, OK 73109	405-325-5226
JournalismNext	eric@journalismnext.com	Eric Wee		703-629-0178
LinkedIn	maddie.stockard@griffin.news	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	405-841-9176
National Association of Black Journalists	eric@journalismnext.com	Eric Wee	8800 Lakewood Dr #117, Windsor, CA 95492	626-792-3846
National Association of Hispanic Journalists	eric@journalismnext.com	Eric Wee	PO Box 117, Windsor, CA 95492	626-792-3846
Indigenous Journalists Association	jmedina@naja.com	Justine Medina		316-734-1102
Military Veterans in Journalism	eric@journalismnext.com	Eric Wee	PO Box 117, Windsor, CA 95492	626-792-3846
News 9 Job Listings	maddie.stockard@griffin.news	Maddie Stockard	100 West Main Suite 100, Oklahoma City, OK 73102	405-841-9176
News On 6 Job Listings	maddie.stockard@griffin.news	Maddie Stockard	303 N Boston Ave, Tulsa, OK 74103	405-841-9176
Oklahoma Association of Broadcasters	struby@oabok.org	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		
Oklahoma City: KWTB and KSOI		
Organization	Web Address	# of Interviewees
Academic Advisor	N/a	3
Career Fair	N/a	2
Company Recruiter	N/a	9
Employee Referral	N/a	34
Glassdoor	glassdoor.com	2
Google	careers.google.com	4
Handshake	app.joinhandshake.com/emp/employers/97886	2
Indeed	indeed.com/jobs	35
Internal Candidate	Paycom Job Opportunities	8
LinkedIn	linkedin.com/company/griffinoklahoma	16
National Association of Black Journalists	nabjcareers.org	1
Oklahoma Association of Broadcasters	oabok.org/jobs	3
Online Job Posting	Not specified	6
Station Website	griffin.news/jobs	8
Talent Agency	N/a	1
TV Jobs	tvjobs.com	3
Word of Mouth / Friend	N/a	6
ZipRecruiter	ziprecruiter.com	3
Total		146

EEO Public File Report Appendix 3																					
January 23, 2024 - January 14, 2025																					
Oklahoma City: KWTW and KSBT																					
Job Title	Date Filled	# of Interviewees	Internal Candidate	Station Website	Employee Referral	Friend/Word of Mouth	OAB	Handshake	Indeed	LinkedIn	Glassdoor	Google	TV Jobs	Company Recruiter	Talent Agency	Career Fair	Online Job Posting	Academic Advisor	NABJ	ZipRecruiter	Candidate Selected
KWTW Executive Producer	4/9/2024	7	2	1	2	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	Employee Referral
KWTW Broadcast Automation Director	4/29/2024	4	0	0	1	0	0	0	0	0	1	0	0	0	0	2	0	0	0	0	Employee Referral
KWTW Master Control Operator	4/29/2024	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	Handshake
KWTW Network Systems Administrator	5/9/2024	9	0	0	0	0	0	0	5	3	1	0	0	0	0	0	0	0	0	0	LinkedIn
KWTW Associate Producer	5/17/2024	4	0	0	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	Employee Referral
KWTW Web Content Producer	6/4/2024	5	1	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	Employee Referral
Griffin Media Payroll/AP Executive Coordinator	6/25/2024	4	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	0	0	0	LinkedIn
KWTW Master Control Operator	7/2/2024	3	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	Indeed
KWTV Reporter	7/1/2024	6	0	2	2	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	Employee Referral
KWTV Editor/Photojournalist	7/18/2024	4	0	0	0	1	0	0	2	0	0	0	0	0	0	0	0	1	0	0	Friend/Word of Mouth
Griffin Media General Counsel	7/24/2024	12	0	1	1	1	0	0	3	1	0	1	0	0	0	0	3	0	0	1	Friend/Word of Mouth
KWTW Marketing Coordinator	7/25/2024	4	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	Employee Referral
KWTW Assignment Editor	8/6/2024	5	0	0	3	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	Employee Referral
KWTW Broadcast Automation Director	8/19/2024	9	0	0	0	0	0	1	7	0	0	0	1	0	0	0	0	0	0	0	Indeed
KWTV Editor/Photojournalist	9/10/2024	3	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	1	LinkedIn
KWTW Producer (3)	9/11/2024	10	2	0	4	0	0	0	0	1	0	2	0	0	0	0	0	1	0	0	Employee Referral (2) LinkedIn (1)
KWTW Network Systems Administrator	9/26/2024	6	0	0	0	0	0	0	1	0	0	0	0	5	0	0	0	0	0	0	Company Recruiter
KWTW Multimedia Journalist	10/3/2024	10	0	1	2	1	0	0	1	2	0	0	0	2	0	0	1	0	0	0	Employee Referral
KWTW Multi-Media Sales Coordinator	10/14/2024	5	0	0	1	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	Indeed
KWTW Community Segment Booking Producer	10/15/2024	5	1	1	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	Employee Referral
KWTW Photojournalist	10/17/2024	3	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	Employee Referral
KWTW Assignment Editor	10/28/2024	4	1	0	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	Employee Referral
Griffin Media Digital Sales Traffic Coordinator	11/12/2024	3	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	Employee Referral
KWTW Multimedia Journalist	11/15/2024	4	0	0	1	0	0	0	0	0	0	0	0	2	0	0	0	0	1	0	Company Recruiter
KWTV Editor/Photojournalist	11/15/2024	5	0	0	2	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	Employee Referral
KWTW Master Control Operator	11/18/2024	4	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	Employee Referral
Griffin Media Digital Sales Traffic Coordinator	12/30/2024	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0	0	LinkedIn
Griffin Media Benefits/Human Resources Generalist	1/2/2025	3	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	Indeed
Totals		146	8	8	34	6	3	2	35	16	2	4	3	9	1	2	6	3	1	3	

EEO Public File Report Appendix 4
January 23, 2024 – January 14, 2025
Oklahoma City: KWTB and KSBI

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 9 Campus Correspondent Internship
 - a. Posted 2/1/2024
- 2. News 9 Newsroom Internship
 - a. Posted 2/1/2024

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 11 interns from 5 different universities for our News, Sports, and Web Content departments.

Job Shadow Program

- Master Control Operator job shadowed a Traffic Coordinator in February.
- Anchor/Reporters (4) job shadowed Broadcast Automation Directors in October.
- Broadcast Automation Director job shadowed a Marketing Producer in December.

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

- Vice President of Content participated in Zoom interviews for Broadcast Journalism students at Ohio University in February.
- 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, Producer, and Multimedia Journalist spoke on a panel at the Associate for Education in Journalism and Mass Communication Midwinter Conference at the University of Oklahoma in March.
- Staff Meteorologist visited the University of Oklahoma spoke to a meteorology class in October.
- We hosted students from the journalism program at Langston University in October. Anchor/Reporters gave them a tour. Director of Content and Vice President of Content gave a presentation.
- Chief Photographer/News Operations serves as a member of the advisory board guiding instructors at Francis Tuttle on what skills photojournalism students need to know.
- Staff Meteorologist provided a one day job shadow opportunity for a junior at the University of Oklahoma.
- 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.