

EEO Public File Report		
February 1, 2023 - January 22, 2024		
Oklahoma City: KWTW and KSBI		
A. Full-Time Vacancies Filled During Last Year		
Job Title	Date Filled	Referral Source of Hiree
KWTW Director	2/1/2023	Employee Referral
KWTW Multimedia Journalist	2/1/2023	Employee Referral
KWTW Associate Producer	2/1/2023	Word of Mouth
KWTW Master Control Operator	2/6/2023	Station Website
Griffin Media Digital Sales Traffic Coordinator	3/17/2023	Employee Referral
Griffin Media Digital Sales Traffic Coordinator	4/3/2023	Employee Referral
KWTW Producer	4/5/2023	Station Website
Griffin Media Senior Staff Accountant	4/17/2023	LinkedIn
KWTW Master Control Operator	5/4/2023	Word of Mouth
KWTW Editor/Photojournalist	5/9/2023	LinkedIn
KWTW Broadcast Automation Director	5/31/2023	Word of Mouth
KWTW Broadcast Automation Director	6/22/2023	Word of Mouth
KWTW Assignment Editor	6/27/2023	Online Job Posting
KWTW Master Control Operator	7/6/2023	Word of Mouth
KWTW Associate Producer	7/14/2023	Word of Mouth
KWTW Associate Producer	7/17/2023	Station Website
KWTW Editor/Photojournalist	8/11/2023	Indeed
KWTW Reporter	8/16/2023	Internal Hire
KWTW Photojournalist	8/21/2023	Employee Referral
KWTW Web Content Producer	8/28/2023	Employee Referral
KWTW Broadcast Automation Director	8/30/2023	Employee Referral
KWTW Web Content Producer	9/19/2023	Employee Referral
KWTW Photojournalist	10/13/2023	Station Website
KWTW Editor/Photojournalist	10/20/2023	Google
KWTW Account Executive	11/10/2023	Word of Mouth
KWTW Broadcast Automation Director	11/14/2023	Station Website
KWTW Community Segment Booking Producer	11/27/2023	Indeed
KWTW Associate Producer	12/7/2023	Station Website
KWTW Broadcast Automation Director	12/19/2023	Station Website
KWTW Producer	1/11/2024	Employee Referral
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		
109		
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		
Griffin Communications is an Equal Opportunity Employer		

EEO Public File Report Appendix 1				
February 1, 2023 - January 22, 2024				
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
Metro Technology Center	mike.shelton@metrotech.edu	Mike Shelton	1901 Springlake Drive, Oklahoma City, OK 73111	405-424-8324
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	lfoley@uark.edu	Larry Foley	205 Kimpel Hall, Fayetteville, AR 72701	479-575-3601
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
University of Tulsa	aaron-smith@utulsa.edu	Aaron Smith	600 S College, Tulsa, OK 74104	918-631-2841
YWCA of Tulsa	info@ywcatulsa.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	703-629-0178
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	Maddie Stockard		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	703-629-0178
National Association of Hispanic Journalists	eric@journalismnext.com	Eric Wee	PO Box 117, Windsor, CA 95492	703-629-0178
Indigenous Journalists Association	jmedina@naja.com	Justine Medina	395 W Lindsey St, Norman, OK 73019	316-734-1102
Military Veterans in Journalism	eric@journalismnext.com	Eric Wee	PO Box 117, Windsor, CA 95492	703-629-0178
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)
Langston University
Langston University - Tulsa
Northeastern State University
Oklahoma Association of Broadcasters
Oklahoma State University - Tulsa
Oral Roberts University
Rogers State University
Tulsa Community College
University of Oklahoma
University of Oklahoma - Tulsa
University of Tulsa

EEO Public File Report Appendix 2		
February 1, 2023 - January 22, 2024		
Oklahoma City: KWTW and KSBI		
Organization	Web Address	# of Interviewees
Career Fair	N/a	1
Employee Referral	N/a	23
Google	careers.google.com	2
Hire OSU Grads	hireosugrads.com	1
Indeed	indeed.com/jobs	16
Internal Candidate	Paycom Job Opportunities	11
Internal Hire	N/a (full recruitment was conducted)	1
LinkedIn	linkedin.com/company/griffinoklahoma	4
Online Job Posting	Not specified	10
Station Website	griffin.news/jobs	21
TV Jobs	tvjobs.com	2
Academic Advisor	N/a	1
Word of Mouth / Friend	N/a	16
Total		109

EEO Public File Report Appendix 3

February 1, 2023 - January 22, 2024

Oklahoma City: KWTW and KSBI

Job Title	Date Filled	# of Interviewees	Internal Candidate	Station Website	Employee Referral	Friend/Word of Mouth	Indeed	LinkedIn	Google	HireOSU Grads	TV Jobs	Career Fair	Online Job Posting	Academic Advisor	Internal Hire	Candidate Selected
KWTW Director	2/1/2023	2	0	0	1	0	0	0	0	0	0	0	1	0	0	Employee Referral
KWTW Multimedia Journalist	2/1/2023	3	0	0	3	0	0	0	0	0	0	0	0	0	0	Employee Referral
KWTW Associate Producer	2/1/2023	3	0	0	0	1	0	0	0	0	0	0	2	0	0	Word of Mouth
KWTW Master Control Operator	2/6/2023	4	1	2	0	0	0	0	0	0	0	0	1	0	0	Station Website
Griffin Media Digital Sales Traffic Coordinator	3/17/2023	3	0	0	2	0	0	0	0	0	0	0	1	0	0	Employee Referral
Griffin Media Digital Sales Traffic Coordinator	4/3/2023	2	0	1	1	0	0	0	0	0	0	0	0	0	0	Employee Referral
KWTW Producer	4/5/2023	3	2	1	0	0	0	0	0	0	0	0	0	0	0	Station Website
Griffin Media Senior Staff Accountant	4/17/2023	4	0	0	0	1	0	1	0	1	0	0	1	0	0	LinkedIn
KWTW Master Control Operator	5/4/2023	5	0	1	0	1	1	0	0	0	0	0	2	0	0	Word of Mouth
KWTW Editor/Photojournalist	5/9/2023	7	1	1	1	0	0	3	0	0	0	0	1	0	0	LinkedIn
KWTW Broadcast Automation Director	5/31/2023	2	1	0	0	1	0	0	0	0	0	0	0	0	0	Word of Mouth
KWTW Broadcast Automation Director	6/22/2023	4	0	0	0	2	1	0	0	0	0	1	0	0	0	Word of Mouth
KWTW Assignment Editor	6/27/2023	4	1	1	0	1	0	0	0	0	0	0	1	1	0	Academic Advisor
KWTW Master Control Operator	7/6/2023	3	0	0	1	1	1	0	0	0	0	0	0	0	0	Word of Mouth
KWTW Associate Producer	7/14/2023	2	0	0	1	1	0	0	0	0	0	0	0	0	0	Word of Mouth
KWTW Associate Producer	7/17/2023	2	0	1	0	0	0	0	0	0	0	0	1	0	0	Station Website
KWTW Editor/Photojournalist	8/11/2023	4	0	1	0	1	2	0	0	0	0	0	0	0	0	Indeed
KWTW Reporter	8/16/2023	3	0	0	1	0	0	0	0	0	1	0	0	0	1	Internal Hire
KWTW Photojournalist	8/21/2023	3	0	0	1	0	1	0	0	0	1	0	0	0	0	Employee Referral
KWTW Web Content Producer	8/25/2023	3	0	0	1	0	2	0	0	0	0	0	0	0	0	Employee Referral
KWTW Broadcast Automation Director	8/30/2023	2	0	1	1	0	0	0	0	0	0	0	0	0	0	Employee Referral
KWTW Web Content Producer	9/19/2023	3	0	0	1	0	2	0	0	0	0	0	0	0	0	Employee Referral
KWTW Photojournalist	10/13/2023	4	0	1	1	0	1	0	1	0	0	0	0	0	0	Station Website
KWTW Editor/Photojournalist	10/20/2023	3	0	1	1	0	0	0	1	0	0	0	0	0	0	Google
KWTW Account Executive	11/10/2023	6	0	0	3	2	1	0	0	0	0	0	0	0	0	Word of Mouth
KWTW Broadcast Automation Director	11/14/2023	3	0	1	1	0	1	0	0	0	0	0	0	0	0	Station Website
KWTW Community Segment Booking Producer	11/27/2023	4	1	1	0	1	1	0	0	0	0	0	0	0	0	Indeed
KWTW Associate Producer	12/7/2023	2	0	1	1	0	0	0	0	0	0	0	0	0	0	Station Website
KWTW Broadcast Automation Director	12/19/2023	4	0	2	0	0	2	0	0	0	0	0	0	0	0	Station Website
KWTW Producer	1/11/2024	12	4	4	1	3	0	0	0	0	0	0	0	0	0	Employee Referral
Totals		109	11	21	23	16	16	4	2	1	2	1	10	1	1	

EEO Public File Report Appendix 4
February 1, 2023 – January 22, 2024
Oklahoma City: KWTW and KSBI

Career Fairs

1. Tulsa Collegiate Career Fair – The University of Tulsa, Tulsa Community College, Oklahoma State University-Tulsa, University of Oklahoma-Tulsa, Oral Roberts University, Northeastern State University, Rogers State University, Langston University-Tulsa
 - a. February 8, 2023
 - b. Attendees: HRIS/Human Resources Generalist, Payroll/Human Resources Generalist, and Director of Content - Tulsa
2. University of Oklahoma College of Atmospheric and Geographic Sciences Career Fair
 - a. March 1, 2023
 - b. Attendees: Director of Human Resources – OKC and 2 Staff Meteorologists
3. Oral Roberts University Spring 2023 Career Fair
 - a. March 1, 2023
 - b. Attendees: HRIS/Human Resources Generalist and Director of Human Resources - Tulsa
4. Langston University Spring 2023 Career Fair
 - a. March 2, 2023
 - b. Attendees: Payroll/Human Resources Generalist and Director of Human Resources - OKC
5. University of Oklahoma College of Journalism and Mass Communication Career and Internship Fair
 - a. March 28, 2023
 - b. Attendees: Director of Human Resources – OKC and Executive Producer
6. Oklahoma Association of Broadcasters Career Fair
 - a. March 30, 2023
 - b. Attendees: Vice President of Content, Director of Content – OKC, and Executive Producer

Internships

1. News 9 Marketing Internship
 - a. Posted 2/6/2023
2. News 9 Campus Correspondent Internship
 - a. Posted 2/7/2023
3. News 9 Newsroom Internship
 - a. Posted 2/7/2023

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

- KWTV Associate Producer job shadowed a KWTV Multimedia Journalist and a KWTV Photographer on February 13, 2023.
- KWTV Associate Producer job shadowed a KWTV Editor on February 15, 2023.
- KWTV Producer job shadowed a KWTV Client Services Producer on August 8, 2023.
- KOTV Multimedia Journalist job shadowed a KWTV Special Projects Producer on September 6, 2023.

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

Registered an employer account on 1/12/2024 and began posting to the following job boards:

- JournalismNext – Community for Journalists of Color
- Military Veterans in Journalism

Other Outreach

Chief Photographer/News Operations teaches photography to students in a journalism class at the University of Central Oklahoma twice a semester.

Registered our business on Connect2Business on 12/13/2023. This connects us with all schools across the state and will allow them to see Griffin as a business that provides opportunities to select students.

Multimedia Journalist and Sports Multimedia Journalist/Producer hosted an Introduction to Sports Reporting class from the University of Oklahoma in our facility.