

Federal Communications Commission

FCC MB - CDBS Electronic Filing

Account number: 337554

Description: KJRH-TV MID-TERM EEO REPORT

Application Reference Number: 20180131ABZ

Successfully filed at Jan 31 2018 10:26AM

Based on the information supplied, no fee is required.

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. - 20180131ABZ
BROADCAST MID-TERM REPORT		

Legal Name of the Licensee
SCRIPPS BROADCASTING HOLDINGS LLC

Mailing Address
 312 WALNUT STREET
 28TH FLOOR

City CINCINNATI	State or Country (if foreign address) OH	Zip Code 45202 -
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Telephone Number (include area code) 5139773000	E-Mail Address (if available) DAVE.GILES@SCRIPPS.COM
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FCC Registration Number 0002710192	Facility ID Number 59439	Call Sign KJRH-TV
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KJRH-TV	59439	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	TULSA, OK	<input type="radio"/> Yes <input checked="" type="radio"/> No
KBEZ-FM	55707	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	TULSA, OK	<input type="radio"/> Yes <input checked="" type="radio"/> No
KFAQ	68329	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	TULSA, OK	<input type="radio"/> Yes <input checked="" type="radio"/> No
KHTT	55704	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	MUSKOGEE, OK	<input type="radio"/> Yes <input checked="" type="radio"/> No

KVOO-FM	68330	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	TULSA, OK	<input type="radio"/> Yes <input checked="" type="radio"/> No
KXBL	68331	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	HENRYETTA, OK	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name KENNETH C. HOWARD, JR.		Street Address 1050 CONNECTICUT AVENUE, NW SUITE 1100	
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2028611580

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent AMY CALVERT
Title VICE PRESIDENT/GENERAL MANAGER	Telephone No. (include area code) 9187481400
Date 1/30/2018	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: SHANNA GALBREATH	Title: DIRECTOR, HR BUSINESS PARTNER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]
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FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1
Description: EEO PUBLIC FILE REPORTS

Attachment 1

Description
2017-2018 Public File Report
2016-2017 Public File Report

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2017 - January 31, 2018

Stations Included in Report: KBEZ-FM, KFAQ-AM, KHTT-FM, KJRH-TV, KVOO-FM, KXBL-FM

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				46
C2	Internal Candidate / WorkLife				32
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			100
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	10
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		6
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		61
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	7
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				37
C131	Agency/Search Firm				9
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			2
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		17
C139	Rick Gevers & Assoc	PO Box 477 Zionsville, IN 46077	Rick Gevers rick@rickgevers.com	317-769-7900	1

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C146	Development Test Emedia	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
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Local Sources

L1	Resonance	1608 South Elwood Tulsa, OK 74119	Career Coordinator	918-581-3888	
L2	Workforce Oklahoma	2 N. Elgin Tulsa, OK 74120	Ron Julian	918-596-2153	
L3	Oklahoma Association Broadcasters	6520 N. Western Ave Oklahoma City, OK 73116	Nancy Struby	405-848-0771	
L4	American Broadcasting School	4511 S. E. 29th Street Oklahoma City, OK 73115	Staci Cockrell	405-672-6511	
L5	Autry Technology	1201 W. Willow Road Enid, OK 73703	Ashley Skrapke	580-242-2750	
L6	Cameron University	2800 W. Gore Lawton, OK 73506	Steve Adams	580-581-2477	
L7	Canadian Valley Technology Center	6605 Highway 66 Reno, OK 73036	Kale Larkin	405-262-2629	
L8	Eastern Oklahoma County Technology	4801 N. Choctaw Choctaw, OK 73020	Vickey Davies	405-390-9591	
L9	Great Plains Technology Center	4500 W. Lee Blvd Lawton, OK 73505	Carla Codopony	580-250-5535	
L10	High Plains Technology Center	3921 34th Street Woodward, OK 73801	Amber Riley	580-256-6618	
L11	Langston University	226 Page Hall Langston, OK 73050	Cheryl Rainey	405-466-3281	
L12	Metro Technology Centers	1600 Springlade Dr Oklahoma City, OK 73111	Aaron Walker	405-595-4804	
L13	Northeast OK Technology Center	PO Box 487 Pryor, OK 74362	Jeanie Fox	918-825-7040	
L14	Northeastern State University	705 North Grand Tahlequah, OK 74464	Gayle Anderson	918-456-5511 x3110	
L15	Northern Oklahoma College	PO Box 310 Tonkawa, OK 74653	Dean Percy	580-628-6446	
L16	Northwest Technology Center	1801 South 11th Ave Alva, OK 73717	Sharon Corder	580-327-0344	
L17	Northwestern Oklahoma State University	709 Oklahoma Blvd Alva, Ok 73717	Jennifer Grassano	580-327-8606	
L18	Oklahoma Baptist University	500 West University Shawnee, OK 74804	Ronald Johnson	405-878-2351	

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L19	Oklahoma Christian University	PO Box 11000	Larry Journey	405-425-5000	
L20	Oklahoma City Community College	7777 S. May Ave Oklahoma City, OK 73159	Gwin Lippert	405-982-1611	
L21	Oklahoma State University	206 Paul Miller Bldg	Jack Hodgson	405-744-8282	
L22	Oklahoma State - OKC	900 N. Portland Oklahoma City, OK 73107	Gill Smith	405-945-8680	
L23	Oklahoma Wesleyan University	2201 Silver Lake Rd Bartlesville, OK	Alice Bunker	918-335-6219	
L24	Rogers State University	1701 W. Will Rogers Blvd Claremore, OK	Cathy Coomer	918-343-7670	
L25	Southeastern Oklahoma State University	1405 N. 4th Ave Durant, OK 74701	Scott Hensley	580-745-2270	
L26	Southern Oklahoma Tech	2610 Sam Noble Pkwy Ardmore, OK	Sandy Chambers	580-223-2070	
L27	Tri-County Technology Center	6101 Southeast Nowata Rd Bartlesville, OK	Kerensa Kester	918-333-2422	
L28	Tulsa Community College	909 S. Boston	Beverly Bailey	918-595-7045	
L29	University of Central Oklahoma	100 University Blvd	Careers Supervisor	405-974-3346	
L30	University of Oklahoma	860 Van Vleet Oval Norman, OK 73019	Kathy Adams	405-325-2721	
L31	University of Tulsa	600 S. College Tulsa, OK 74104	Sherri Alexander	405-325-2721	
L32	Southern Nazarene University	6729 NW 39th Expressway Bethany, OK	Miriam Key	918-631-2549	
L33	National Association of Black Journalists	8800 Lakewood Dr #117 Windsor, CA	Career Services Coordinator	405-491-6684	
L34	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	Online Posting http://www.allaccess.com	310-457-6616	
L35	Bates Technical College	2320 S. 19th Street Tacoma, WA 98405	Shirley Miller skmiller@bates.ctu.edu	253-680-7240	
L36	Brown College	1440 Northland Drive Mendota Heights, MN 55120	https://browncollege. optimalresume.com/employers/login.php	651-905-3465	
L37	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Michelle Kalisek Kalis1m@cmich.edu	979-774-3851	
L38	Cherokee Nation Employment	P. O. Box 948 Tahlequah, OK 74465	Katherine Wester personnel@cherokee.org	918-456-0671	
L39	Collins College	4750 S. 44th Place Phoenix, AZ 85040	Amy Roberts, Sr. Career Advisor aroberts@collinscollege.edu	480-446-1112	

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L40	Department of Human Rights	707 S. Houston Suite 303 Tulsa, OK 74127	Dyanne Jones rwade@ci.tulsa.ok.us	918-596-7818	
L41	East Central University	1100 E. 14th St. Ada, OK 74820	careerdevelopment@ecok.edu	580-332-8000	
L42	Emerson College	113 Gray Street Arlington, MA 2476	Mary Sullivan careers@emerson.edu	781-646-1077	
L43	Francis Tuttle Technology Center	12777 N. Rockwell Avenue Oklahoma City, OK 73142	http://www.collegecentral.com /CCNEEngine	405-717-7799	
L44	Greater Tulsa Hispanic Chamber of Commerce	10802 East 21st Street Suite A Tulsa, OK 74147	Karina Patlen admin@tulsahispanicchamber.com	918-664-5326	
L45	Handicapped Concerns Office	2401 N W 23rd Suite 90 Oklahoma City, OK 73107	Marilyn Burr marilyn.burr@ohc.state.ok.us	405-521-3756	
L46	Idaho State University Dept. of Mass Communication	921 S. 8th Aavenue Pocatello, ID 83209	Tom Hallaq masscomm@isu.edu	208-282-6453	
L47	Inside Radio	PO Box 567925 Atlanta, GA 31156		800-248-4242 ext. 711	
L48	John Brown University	2000 W. University St. Siloam Springs, AR 72761	http://www.collegecentral.com /CCNEEngine	479-524-7263	
L49	KGOU/KROU	OU/Kaufman Hall Room 339 Norman, OK 73019	Laura Knoll lknoll@ou.edu	405-325-3388	
L50	Mayor's Commission of Human Rights	707 S. Houston Suite 303 Tulsa, OK 74127	D. Hall dhall@ci.tulsa.ok.us	918-596-7818	
L51	Midwestern State University	3410 Taft Blvd. Wichita Falls, TX 76308	Dr. Jim Sernoe jim.sernoe@mwsu.edu	940-397-4391	
L52	Mississippi State University	P.O. Box PF/130 McComas Hall Mississippi State, MS 39762	Karyn Brown kbrown@comm.msstate.edu	662-325-7952	
L53	Ohio & Illinois Centers for Broadcasting	520 S. State Street Chicago, IL 60605	Don Clark dclark@beonair.com/ gary@beonair.com	3112-884-8000	
L54	Oklahoma Association of Black Journalists	P.O. Box 13005 Oklahoma City, OK 73113	Russell Lacour russell.lacour@tulsaworld.com	918-902-6013	
L55	Oklahoma City University	2501 N. Blackwelder Oklahoma City, OK 73106	Lynette Martin lmartin@okcu.edu	405-208-4913	
L56	Oklahoma Panhandle State University	P. O. Box 430 Goodwell, OK 73939	Christi Hale joblist@opsu.edu	580-349-2611	
L57	Oral Roberts University	7777 South Lewis Tulsa, OK 74171	John Brown careers@oru.edu	918-495-6722	

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L58	OU School of Journalism	395 W. Lindsey Norman, OK 73019	oucs@ou.edu	405-325-2721	
L59	Radio Television Digital News Association	529 14th Street NW Suite 1240 Washington, D.C., 20045	http://www.rtdna.org/		
L60	Rose State College	6420 S. E. 15th Street Midwest City, OK 73110	Brenda Wright jobplacement@rose.edu	405-733-7373	
L61	Society of Broadcast Engineers	9102 North Meridian Street Suite 150 Indianapolis, IN 46206	http://www.sbe.org	317-846-9000	
L62	Southwest Oklahoma State University	100 Campus Drive Weatherford, OK 73096	Tiffany Hawkins tiffany.hawkins@swosu.edu	580-772-6611	
L63	Tucson Veteran Affairs	3601 S. 6th St. Ave Tucson, AZ 85723	Cheryll Frazier cheryll.frazier@va.gov	520-792-1450	
L64	Tulsa Help Wanted	One Civic Center Plaza Suite 506 Poughkeepsie, NY 12601	Marie Vignogna www.tulsahelpwanted.com	800-365-8630	
L65	Tulsa Metro Chamber	William Center Tower II, 2 West 2nd Street Suite 150 Tulsa, OK 74103	Warren Unsicker warrenunsicker@tulsachamber.com	918-585-1201	
L66	Tulsa Technology Center	P. O. Box 477200 Tulsa, OK 74147	Deb McCaskey www.tulsatech.edu/jbconnect	918-828-5216	
L67	Tulsa Urban Leagus	240 E. Apache Street Tulsa, OK 74106	Marquetta Finley jferre@mtul.org	918-584-0001	
L68	University of Colorado at Boulder	1511 University Avenue 478UCB Boulder, CO 80309	Christine Mahoney www.myinterfase.com/ cuboulder_journalism.employer	303-492-0460	
L69	University of Iowa	Iowa City, IA 52242	Online Posting http://uiowa-csm.symplicity.com //employers	319-335-1023	
L70	University of North Texas	P. O. Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L71	University of Wisconsin-Oskosh Radio TV & Film	800 Algoma Road Oskosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L72	Workforce Comanche Nation	584 NW Bingo Road HC 32, Box 1720 Lawton, OK 73507	Donna Victorian dvict@lawtonnet.net	877-492-4922	
L73	YWCA-Women's Resource Center	1503 S. Denver Tulsa, OK 74119	Joyce King jking@ywcatulsa.org	918-588-9393	

Total Number of Interviewees Referred: 335

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [12418]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-02-27
Account Exec, Radio [12120]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C91, C95, C97, C116, C130, C131, C132, C134, C146	Code Number: C97 Start Date: 2017-03-06
Account Exec, Radio [12120]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C91, C95, C97, C116, C130, C131, C132, C134, C146	Code Number: C3 Start Date: 2017-04-17
Account Exec, Radio [12985]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L20, L30, L31, L35, L36, L37, L38, L39, L41, L42, L44, L46, L51, L52, L54, L55, L56, L60, L62, L63, L65, L70, L71, L73	Code Number: C1 Start Date: 2017-07-17
Account Exec, Radio [12985]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L20, L30, L31, L35, L36, L37, L38, L39, L41, L42, L44, L46, L51, L52, L54, L55, L56, L60, L62, L63, L65, L70, L71, L73	Code Number: C3 Start Date: 2017-12-05
Admin Assistant I [13201]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C130, C131, C132, C134, L6, L20, L30, L35, L36, L37, L39, L41, L42, L44, L46, L51, L52, L54, L56, L60, L62, L63, L65, L70, L71, L73	Code Number: C95 Start Date: 2017-08-21
Assignment Editor [12956]	C1, C2, C3, C5, C69, C95, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-06-12
Assoc Account Exec, TV [12852]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-05-01
Assoc Account Exec, TV [13055]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C116, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-07-03
Assoc Account Exec, TV [13403]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L19, L20, L24, L30, L31, L35, L36, L37, L38, L39, L41, L42, L44, L51, L52, L54, L57, L58, L60, L62, L65, L70, L71, L73	Code Number: C131 Start Date: 2017-10-09
Asst News Director [12640]	C1, C2, C3, C5, C19, C69, C97, C100, C130, C131, C132, C134, C139	Code Number: C130 Start Date: 2017-07-17
Dir, HR Business Partner [12658]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C134 Start Date: 2017-04-24

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Dir, Programming - Radio [13586]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L5, L7, L9, L10, L11	Code Number: C130 Start Date: 2017-11-27
Dir, Programming - Radio [13624]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L5, L7, L9, L10, L11	Code Number: C2 Start Date: 2017-11-06
Director III [13202]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L19, L24, L31, L35, L36, L37, L38, L39, L41, L42, L44, L51, L54, L55, L57, L58, L60, L65, L73	Code Number: C130 Start Date: 2017-08-09
Director III [13435]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L19, L24, L30, L35, L36, L37, L38, L39, L41, L42, L44, L47, L51, L52, L54, L56, L57, L58, L60, L62, L63, L65, L70	Code Number: C3 Start Date: 2017-09-25
Director III [13646]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L19, L30, L35, L36, L37, L38, L39, L42, L44, L46, L51, L52, L54, L60, L62, L63, L65, L70, L71	Code Number: C1 Start Date: 2018-01-29
Evening Sports Anchor [13265]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, L4, L5, L7, L9, L10, L11	Code Number: C2 Start Date: 2017-07-31
General Sales Manager, Radio [13283]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L6, L20, L24, L30, L31, L35, L36, L37, L38, L39, L41, L42, L44, L51, L52, L54, L55, L56, L57, L58, L60, L62, L63, L65, L70, L71, L73	Code Number: C130 Start Date: 2017-11-01
Local Sales Manager, TV [12777]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-03-27
Maintenance Engineer IV [12088]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-02-20
Master Control Tech II [13645]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L6, L19, L35, L36, L37, L39, L42, L44, L51, L54, L58, L60, L62, L63, L65, L70, L71	Code Number: C2 Start Date: 2017-11-06
Meteorologist, Evening [12933]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-05-01
Morning Anchor, MMJ [13181]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, L4, L5, L9, L10, L11, L20, L55, L57, L60, L73	Code Number: C2 Start Date: 2017-07-31
Morning Anchor, MMJ [13181]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134, L4, L5, L9, L10, L11, L20, L55, L57, L60, L73	Code Number: C1 Start Date: 2017-08-01

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Morning Anchor, MMJ [13478]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C26, C38, C69, C97, C130, C131, C132, C134, L2, L6, L20, L30, L31, L35, L36, L37, L38, L39, L41, L42, L44, L51, L52, L55, L57, L58, L60, L62, L63, L65, L70, L73	Code Number: C130 Start Date: 2017-10-26
Multimedia Journalist [12113]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C43, C69, C130, C131, C132, C134, C146	Code Number: C130 Start Date: 2017-04-03
Multimedia Journalist [12113]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C43, C69, C130, C131, C132, C134, C146	Code Number: C131 Start Date: 2017-05-15
Multimedia Journalist [12923]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-06-05
Multimedia Journalist [12923]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-09-25
Multimedia Journalist [12923]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C5 Start Date: 2017-10-02
Multimedia Journalist [13454]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, L6, L20, L24, L30, L31, L35, L36, L37, L38, L39, L41, L42, L44, L47, L51, L52, L54, L56, L57, L58, L60, L62, L63, L65, L70, L71, L73	Code Number: C100 Start Date: 2017-10-30
Photographer II [12651]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134	Code Number: C95 Start Date: 2017-04-24
Photographer II [12651]	C1, C2, C3, C5, C69, C95, C97, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-05-01
Photographer II [13039]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C16, C69, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-06-26
Photographer II [13580]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L4, L5, L7, L9, L10, L11	Code Number: C130 Start Date: 2018-01-18
Producer [12586]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-05-03
Producer [12586]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-07-17

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [12586]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-04-17
Producer [12586]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C95, C97, C130, C131, C132, C134	Code Number: C3 Start Date: 2017-06-26
Radio On-Air Talent [12836]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-04-05
Specialty Editor [13390]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L4, L5, L7, L9, L10, L11	Code Number: C2 Start Date: 2017-08-28
Sr Assignment Editor [13389]	C1, C2, C3, C5, C69, C130, C131, C132, C134, L4, L5, L7, L9, L10, L11	Code Number: C2 Start Date: 2017-08-28
Sr Dir, News [12826]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134	Code Number: C2 Start Date: 2017-04-10
Sr Dir, TV Sales [13508]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L4, L5, L7, L9, L10, L11	Code Number: C2 Start Date: 2017-11-06
Supv, Directors [13203]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L24, L29, L31, L35, L36, L37, L38, L39, L41, L42, L44, L47, L51, L52, L54, L55, L57, L58, L60, L73	Code Number: C2 Start Date: 2017-10-01
Weekend Anchor, MMJ [12114]	C1, C2, C3, C5, C69, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-03-01

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Shanna Galbreath-HR Director and Greg Mozingo-Program Director, attended Oral Roberts University Career Fair September 27,2017.
	Shanna Galbreath-HR Director and Greg Mozingo-Program Director, attended Tulsa University Career Fair September 20,2017
	Shelby Travis-Program Director, attended Oklahoma Association of Broadcasters, Student Day Career fair March 30, 2017.
	Scott Vowinkle-General Sales Manager, Dave Austin-Program Director attended Recruit Military Career fair on April 13, 2017.
Hosting at least one job fair.	KJRH Hosted Veterans Career Fair April 12, 2017, attended by Don Dobbs Director of Engineering, Pete George Creative Services Director, Burkes Young Director of Sales, and Warren Stewart News Director.
	Scripps Radio Operations hosted job fair March 29, 2017, attended by Scott Vowinkle (General Sales Manager), Steve Hunter (Operations Manager), Shelby Travis (Program Director KFAQ), Dave Austin (Program Director KBEZ)
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	April 5 2017, Chera Kimiko, News Anchor presented at the Tulsa Executive Entrepreneur for Women meeting.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The internship program is established to give students real-world experience and provides a unique insight into newsroom operations. this includes learning alongside newsroom management, reporters, photographers, producers and assignment desk editors in areas including but not limited to news, weather, sports, investigative, Web and special projects. The company works with colleges and universities to provide students the opportunity to apply coursework learned or taught in the classroom with practice in the workplace. Students are placed in television broadcast areas related to their major and career goals. During this reporting period, KJRH TV offered one internship for a student from the University of Oklahoma for which the student was paid minimum wages.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	March 18th, 2017 All five meteorologists, Kristen Horne, Joh Haverfield, Brandon Wholey, Taft Price, Brett Anthony and storm chasers participated in the Woodland Hills Mall Severe Weather Expo. Presented a weather show and signed autographs.
	April 22, 2017 Taft Price spoke at Spring Home Expo on stage to answer career and weather questions.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>At Scripps we have a broad commitment to building our leadership capabilities at all levels of the company. We invest in a nationally-recognized leadership program called The Leadership Challenge (TLC), which is designed to develop leaders and accelerate leadership throughout the organization. Station management identified four individuals (2-Tulsa Radio,2-KJRH TV) within our organization who showed leadership qualities that could be developed into management level employees. The four candidates, Alexis Trotter, Zachary Self, Aaron Greene, and Amber Ledbetter were selected for a corporate-wide leadership program known as the "Leadership Champion" program. They attended a training and information program with similar employees from other of the company's business units near the corporate headquarters on September 11-14,2017.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>March 7, 2017 Brett Anthony and Brandon Wholey presented a weather show at Skelly Elementary.</p> <p>March 1, 2017 Brett Anthony spoke about careers in meteorology at the Northeast Oklahoma Chapter CPU Society.</p> <p>February 27, 2017 Taft Price spoke about careers in Meteorology, at Union Alternative School</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>May 8th, 2017 Tulsa Radio Operations and KJRH TV attended training on Equal Employment Opportunity laws that guide Scripps' recruiting efforts and how to help ensure hiring practices are fair and lawful. These training sessions are organized by Learning & Leadership Development and are designed to prevent discrimination in hiring and to ensure equal employment opportunity. Attendees were Shanna Galbreath HR Director, Amy Calvert General Manager-TV, Warren Stewart News Director, Don Dobbs Director of Engineering, Burkes Young Director of Sales-TV, Pete George Creative Services Director, Scott Vowinkle Director of Sales-Radio, Lindsey Kammin Digital Sales Manager, Scott Marion Chief Photographer, David Abel General Manager-Radio, Lisa Guertin Local Sales Manager-Radio, Steve Hunter Operations Manager, Stephanie Knight Local Sales Manager-TV.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>March 5, 2017 2 Works for You, Scripps Green Country Regional Spelling Bee Anchors Brian Sanders and Chera Kimiko emceed the event. Their remarks aimed to inspire participants to think about their career goals and highlight opportunities in broadcast journalism. Many company employees also volunteered at the event.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>March 17, 2017 The station hosted a student with KCSP and the University of Kansas as he shadowed the KFAQ Program Director, Travis Shelby, on-air for the day and also broadcast his show from the Tulsa studios.</p>
	<p>December 21, 2017, Dawn Herring, spoke with teacher and student from Union High School, about the variety of careers available in broadcasting. The focus was on what careers are available other than on-the-air, and what educational steps an interested student should take after high school if they are interested in pursuing a career in broadcasting.</p>
	<p>October 2, 2017, 22 Scouts and 2 adults toured the Tulsa Radio station facilities and participated in a question and answer with Shelby Travis Program Director, session about potential careers in broadcasting.</p>

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Reporting Period: February 1, 2016 - January 31, 2017

Stations Included in Report: KBEZ-FM, KFAQ-AM, KHTT-FM, KJRH-TV, KVOO-FM, KXBL-FM

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				23
C2	Internal Candidate / WorkLife				11
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			81
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	10
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C31	Netshare.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	9
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		4
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		22
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				26
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		11
C146	Development Test Emedia	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C147	testing once more	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
Local Sources					
L1	Resonance	1608 South Elwood Tulsa, OK 74119	Career Coordinator	918-581-3888	
L2	Workforce Oklahoma	2 N. Elgin Tulsa, OK 74120	Ron Julian	918-596-2153	

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L3	Oklahoma Association Broadcasters	6520 N. Western Ave Oklahoma City, OK 73116	Nancy Struby	405-848-0771	
L4	American Broadcasting School	4511 S. E. 29th Street Oklahoma City, OK 73115	Staci Cockrell	405-672-6511	
L5	Autry Technology	1201 W. Willow Road Enid, OK 73703	Ashley Skrapke	580-242-2750	
L6	Cameron University	2800 W. Gore Lawton, OK 73506	Steve Adams	580-581-2477	
L7	Canadian Valley Technology Center	6605 Highway 66 Reno, OK 73036	Kale Larkin	405-262-2629	
L8	Eastern Oklahoma County Technology	4801 N. Choctaw Choctaw, OK 73020	Vickey Davies	405-390-9591	
L9	Great Plains Technology Center	4500 W. Lee Blvd Lawton, OK 73505	Carla Codopony	580-250-5535	
L10	High Plains Technology Center	3921 34th Street Woodward, OK 73801	Amber Riley	580-256-6618	
L11	Langston University	226 Page Hall Langston, OK 73050	Cheryl Rainey	405-466-3281	
L12	Metro Technology Centers	1600 Springlade Dr Oklahoma City, OK 73111	Aaron Walker	405-595-4804	
L13	Northeast OK Technology Center	PO Box 487 Pryor, OK 74362	Jeanie Fox	918-825-7040	
L14	Northeastern State University	705 North Grand Tahlequah, OK 74464	Gayle Anderson	918-456-5511 x3110	
L15	Northern Oklahoma College	PO Box 310 Tonkawa, OK 74653	Dean Percy	580-628-6446	
L16	Northwest Technology Center	1801 South 11th Ave Alva, OK 73717	Sharon Corder	580-327-0344	
L17	Northwestern Oklahoma State University	709 Oklahoma Blvd Alva, Ok 73717	Jennifer Grassano	580-327-8606	
L18	Oklahoma Baptist University	500 West University Shawnee, OK 74804	Ronald Johnson	405-878-2351	
L19	Oklahoma Christian University	PO Box 11000	Larry Journey	405-425-5000	
L20	Oklahoma City Community College	7777 S. May Ave Oklahoma City, OK 73159	Gwin Lippert	405-982-1611	
L21	Oklahoma State University	206 Paul Miller Bldg	Jack Hodgson	405-744-8282	
L22	Oklahoma State - OKC	900 N. Portland Oklahoma City, OK 73107	Gill Smith	405-945-8680	
L23	Oklahoma Wesleyan University	2201 Silver Lake Rd Bartlesville, OK	Alice Bunker	918-335-6219	

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L24	Rogers State University	1701 W. Will Rogers Blvd Claremore, OK	Cathy Coomer	918-343-7670	
L25	Southeastern Oklahoma State University	1405 N. 4th Ave Durant, OK 74701	Scott Hensley	580-745-2270	
L26	Southern Oklahoma Tech	2610 Sam Noble Pkwy Ardmore, OK	Sandy Chambers	580-223-2070	
L27	Tri-County Technology Center	6101 Southeast Nowata Rd Bartlesville, OK	Kerensa Kester	918-333-2422	
L28	Tulsa Community College	909 S. Boston	Beverly Bailey	918-595-7045	
L29	University of Central Oklahoma	100 University Blvd	Careers Supervisor	405-974-3346	
L30	University of Oklahoma	860 Van Vleet Oval Norman, OK 73019	Kathy Adams	405-325-2721	
L31	University of Tulsa	600 S. College Tulsa, OK 74104	Sherri Alexander	405-325-2721	
L32	Southern Nazarene University	6729 NW 39th Expressway Bethany, OK	Miriam Key	918-631-2549	
L33	National Association of Black Journalists	8800 Lakewood Dr #117 Windsor, CA	Career Services Coordinator	405-491-6684	
L34	All Access	28955 Pacific Coast Hwy 210 Malibu, CA 90265	Online Posting http://www.allaccess.com	310-457-6616	1
L35	Bates Technical College	2320 S. 19th Street Tacoma, WA 98405	Shirley Miller skmiller@bates.ctu.edu	253-680-7240	
L36	Brown College	1440 Northland Drive Mendota Heights, MN 55120	https://browncollege. optimalresume.com/employers /login.php	651-905-3465	
L37	Central Michigan University	340 Moore Hall Mount Pleasant, MI 48859	Peter B. Orlik, PHD orlik1pb@cmich.edu	979-774-3851	
L38	Cherokee Nation Employment	P. O. Box 948 Tahlequah, OK 74465	Katherine Wester personnel@cherokee.org	918-456-0671	
L39	Collins College	4750 S. 44th Place Phoenix, AZ 85040	Amy Roberts, Sr. Career Advisor aroberts@collinscollege.edu	480-446-1112	
L40	Department of Human Rights	707 S. Houston Suite 303 Tulsa, OK 74127	Dyanne Jones rwade@ci.tulsa.ok.us	918-596-7818	
L41	East Central University	1100 E. 14th St. Ada, OK 74820	careerdevelopment@ecok.edu	580-332-8000	
L42	Emerson College	113 Gray Street Arlington, MA 2476	Mary Sullivan careers@emerson.edu	781-646-1077	
L43	Francis Tuttle Technology Center	12777 N. Rockwell Avenue Oklahoma City, OK 73142	http://www.collegecentral.com /CCNEngine	405-717-7799	

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L44	Greater Tulsa Hispanic Chamber of Commerce	10802 East 21st Street Suite A Tulsa, OK 74147	Karina Patlen admin@tulsahispanicchamber.com	918-664-5326	
L45	Handicapped Concerns Office	2401 N W 23rd Suite 90 Oklahoma City, OK 73107	Marilyn Burr marilyn.burr@ohc.state.ok.us	405-521-3756	
L46	Idaho State University Dept. of Mass Communication	921 S. 8th Aavenue Pocatello, ID 83209	Tom Hallaq masscomm@isu.edu	208-282-6453	
L47	Inside Radio			800-248-4242 ext. 711	
L48	John Brown University	2000 W. University St. Siloam Springs, AR 72761	http://www.collegecentral.com /CCNEengine	479-524-7263	
L49	KGOU/KROU	OU/Kaufman Hall Room 339 Norman, OK 73019	Laura Knoll lknoll@ou.edu	405-325-3388	
L50	Mayor's Commission of Human Rights	707 S. Houston Suite 303 Tulsa, OK 74127	D. Hall dhall@ci.tulsa.ok.us	918-596-7818	
L51	Midwestern State University	3410 Taft Blvd. Wichita Falls, TX 76308	Dr. Jim Sernoe jim.sernoe@mwsu.edu	940-397-4391	
L52	Mississippi State University	P.O. Box PF/130 McComas Hall Mississippi State, MS 39762	Karyn Brown kbrown@comm.msstate.edu	662-325-7952	
L53	Ohio & Illinois Centers for Broadcasting	520 S. State Street Chicago, IL 60605	Don Clark dclark@beonair.com/ gary@beonair.com	3112-884-8000	
L54	Oklahoma Association of Black Journalists	P.O. Box 13005 Oklahoma City, OK 73113	Russell Lacour russell.lacour@tulsaworld.com	918-902-6013	
L55	Oklahoma City University	2501 N. Blackwelder Oklahoma City, OK 73106	Lynette Martin lmartin@okcu.edu	405-208-4913	
L56	Oklahoma Panhandle State University	P. O. Box 430 Goodwell, OK 73939	Christi Hale joblist@opsu.edu	580-349-2611	
L57	Oral Roberts University	7777 South Lewis Tulsa, OK 74171	John Brown careers@oru.edu	918-495-6722	
L58	OU School of Journalism	395 W. Lindsey Norman, OK 73019	oucs@ou.edu	405-325-2721	
L59	Radio Television Digital News Association	529 14th Street NW Suite 1240 Washington, D.C., 20045	http://www.rtdna.org/		
L60	Rose State College	6420 S. E. 15th Street Midwest City, OK 73110	Brenda Wright jobplacement@rose.edu	405-733-7373	
L61	Society of Broadcast Engineers	9102 North Meridian Street Suite 150 Indianapolis, IN 46206	http://www.sbe.org	317-846-9000	

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L62	Southwest Oklahoma State University	100 Campus Drive Weatherford, OK 73096	Tiffany Hawkins tiffany.hawkins@swosu.edu	580-772-6611	
L63	Tucson Veteran Affairs	3601 S. 6th St. Ave Tucson, AZ 85723	Cheryll Frazier cheryll.frazier@va.gov	520-792-1450	
L64	Tulsa Help Wanted	One Civic Center Plaza Suite 506 Poughkeepsie, NY 12601	Marie Vignogna www.tulsahelpwanted.com	800-365-8630	
L65	Tulsa Metro Chamber	William Center Tower II, 2 West 2nd Street Suite 150 Tulsa, OK 74103	Warren Unsicker warrenunsicker@tulsachamber.com	918-585-1201	
L66	Tulsa Technology Center	P. O. Box 477200 Tulsa, OK 74147	Deb McCaskey www.tulsatech.edu/jbconnect	918-828-5216	
L67	Tulsa Urban Leagus	240 E. Apache Street Tulsa, OK 74106	Marquetta Finley jferre@mtul.org	918-584-0001	
L68	University of Colorado at Boulder	1511 University Avenue 478UCB Boulder, CO 80309	Christine Mahoney www.myinterfase.com/ cuboulder_journalism.employer	303-492-0460	
L69	University of Iowa	Iowa City, IA 52242	Online Posting http://uiowa-csm.symplicity.com //employers	319-335-1023	
L70	University of North Texas	P. O. Box 310589 Denton, TX 76203	Phyllis Slocum slocum@unt.edu	940-565-2565	
L71	University of Wisconsin-Oskosh Radio TV & Film	800 Algoma Road Oskosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L72	Workforce Comanche Nation	584 NW Bingo Road HC 32, Box 1720 Lawton, OK 73507	Donna Victorian dvict@lawtonnet.net	877-492-4922	
L73	YWCA-Women's Resource Center	1503 S. Denver Tulsa, OK 74119	Joyce King jking@ywcatusa.org	918-588-9393	

Total Number of Interviewees Referred: 204

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec -RAD	C1, C2, C3, C6, C9, C10, C11, C12, C13, C14, C15, C43, C49, C95, C116	C3
Account Exec -RAD	C1, C2, C3, C6, C9, C10, C11, C12, C13, C14, C15, C43, C49, C95, C116	C49
Account Exec, Integrated	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134	C2
Account Exec, Integrated	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C116, C130, C131, C132, C134, C146	C97
Account Exec, Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C91, C95, C97, C116, C130, C131, C132, C134, C146	C1
Account Exec, Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C91, C95, C97, C116, C130, C131, C132, C134, C146	C1
Assoc Account Exec, TV	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134	C2
Assoc News Producer	C1, C2, C3	C1
Content Coord III	C1, C2, C3, C5, C49	C5
Dir, Engineering	C1, C2, C3, C96	C96
Dir, Programming - Radio	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15	C1
Director III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, C146, C147	C3
Evening Anchor, MMJ	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, C146	C130
Exec Producer - Radio	C1, C2, C3, C5, C69, C130, C131, C132, C134	C5
General Manager, TV	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C31, C43, C69, C130, C131, C132, C134	C3
IT Ops Tech III	C1, C2, C3, C5, C49, C130	C130
Maintenance Engineer II	C1, C2, C3, C5, C130	C2
Mgr, General Sales-RAD	C1, C2, C3, L4, L29, L35, L37, L42, L54, L55, L57, L70, L71	C2
Mgr, Local Sales - Radio	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134, C146, C147	C1

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Mgr, Operations-RAD	C1, C2, C3, C130	C130
Morning Anchor, MMJ	C1, C2, C3, C97, C131	C3
Morning Anchor, MMJ	C1, C2, C3, C97, C131	C131
Multimedia Journalist	C1, C2, C3, C131	C1
Multimedia Journalist	C1, C2, C3, C131	C131
Multimedia Journalist	C1, C2, C3, C131	C3
News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C130	C1
News Producer	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C130	C3
News Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C97, C130, C131, C132, C134	C95
On-Air Personality-RAD	C1, C2, C3, C49, C95, C130, L4, L29, L34, L35, L37, L42, L54, L55, L57, L70, L71	C3
Photographer II	C1, C2, C3, C5, C69, C130, C131, C132, C134	C3
Photographer II	C1, C2, C3, C5, C69, C130, C131, C132, C134	C3
Photographer II	C1, C2, C3, C5, C6, C11, C13, C69, C130, C131, C132, C134	C3
Producer, Creative Services	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, C146	C3
Radio Asst Program Director	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	C130
Radio On-Air Personality	C1, C2, C3, C5, C6, C9, C10, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	C130
Sales Asst-RAD	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C116, L4, L29, L35, L37, L42, L54, L55, L57, L70, L71	C1
Sr Analyst, Finance	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C91, C97, C130, C131, C132, C134	C134

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>Oklahoma Association of Broadcasters March 31, 2016 Attended by the news director, director of sales, creative services director and director of human resources. Event was held in Owasso, Oklahoma at the Hard Rock Hotel. Staff interviewed over 30 college students with an interest in media.</p> <p>Oral Roberts University Career Fair September 28, 2016 Attended by Don Dobbs, Director of Engineering</p> <p>Rogers State University Career Fair November 9, 2016 Attended by Don Dobbs, Director of Engineering</p> <p>University of Tulsa Reverse Job Fair (prospective employers visit tables with students instead of students visiting employer tables) September 20, 2016 Attended by, Scott Vowinkle (General Sales Manager)</p> <p>University of Tulsa Business Job Fair September 21, 2016 Attended by, Scott Vowinkle (General Sales Manager) and Dave Austin (Program Director/KBEZ-FM)</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>July 7, 2016 Weather Why Show Pratt Library Hosted by Meteorologist Brett Anthony</p> <p>September 17, 2016 Flight Night Benefitting STEM programs throughout NE Oklahoma The Tulsa Regional STEM Alliance (TRSA) works as a catalyst to create a collaborative ecosystem that encourages business / industry and the education community to produce innovative pathways resulting in a highly skilled STEM workforce able to drive economic prosperity while meeting the needs of a globally competitive Tulsa region.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>The internship program is established to give students real-world experience and provides a unique insight into newsroom operations. this includes learning alongside newsroom management, reporters, photographers, producers and assignment desk editors in areas including but not limited to news, weather, sports, investigative, Web and special projects. The company works with colleges and universities to provide students the opportunity to apply coursework learned or taught in the classroom with practice in the workplace. Students are placed in television broadcast areas related to their major and career goals. During this reporting period, KJRH TV offered one internship for a student from the University of Oklahoma for which the student was paid minimum wages.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>At Scripps we have a broad commitment to building our leadership capabilities at all levels of the company. We invest in a nationally-recognized leadership program called The Leadership Challenge (TLC), which is designed to develop leaders and accelerate leadership throughout the organization. Station management identified four individuals (2-Tulsa Radio,2-KJRH TV) within our organization who showed leadership qualities that could be developed into management level employees. The four candidates were selected for a corporate-wide leadership program known as the "Leadership Champion" program. They attended a training and information program with similar employees from other of the company's business units near the corporate headquarters on September 19-21, 2016.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>February 2, 2016, Career Day, Bishop Kelley High School, Jon Haverfield/Meteorologist</p>
<p>Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.</p>	<p>March 16, 2016 Boys & Girls Club of Pryor Spring Break Camp Meteorologist Brandon Wholey gave a presentation on his role as a weather forecaster and other broadcasting careers.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Tulsa Radio Operations and KJRH TV managers are required to attend training biennially on Equal Employment Opportunity laws that guide Scripps' recruiting efforts and how to help ensure hiring practices are fair and lawful. These training sessions are organized by Learning & Leadership Development and are designed to prevent discrimination in hiring and to ensure equal employment opportunity.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>March 5, 2016 2 Works for You, Scripps Green Country Regional Spelling Bee Anchors Brian Sanders and Karen Larsen acted as emcees of the event. Their remarks aimed to inspire participants to think about their career goals and highlight opportunities in broadcast journalism. Many company employees also volunteered at the event.</p>
	<p>October, 2016 Station Tour Jenks Public School Foundation</p>
	<p>March 24, 2016 University of Tulsa Ad Program awards program - Tulsa National Student Advertising Competition team awards table sponsor. Participated in one-on-one discussions with students about careers in radio advertising followed by awards presentations.</p>
	<p>January 29, 2016 - March 9, 2016: Advertising on air for account executives, radio experience not required, all 5 stations (KBEZ, KFAQ, KHTT, KVOO, KXBL).</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>August 4, 2016 - September 7, 2016: Advertising on air for account executives, radio experience not required,</p>
	<p>December 15, 2016 - February 26, 2017: Advertising on air for entry-level remote technicians (targeting students/others who might not have considered these positions as being available), hours flexible, no experience required, all 5 stations (KBEZ, KFAQ, KHTT, KVOO, KXBL).</p>