

Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
Editor, News	2/5/2025	3/3/2025	Company Website Indeed	2 1	1
Photographer/Videographer	1/27/2025	3/24/2025	Indeed ZipRecruiter	3 1	1
Graphic Designer	3/4/2025	4/7/2025	Indeed Word of Mouth	2 1	1
Account Executive	7/15/2024	4/14/2025	Company Website Indeed Word of Mouth	1 1 1	1
Multimedia Journalist / Producer	3/5/2025	5/19/2025	Company Website LinkedIn	1 2	1
Multimedia Journalist	3/3/2025	5/19/2025	Company Website LinkedIn OAB Career Fair Word of Mouth	2 2 1 3	1
Content Coordinator	4/24/2025	5/19/2025	Word of Mouth	1	1
Producer NE	12/10/2024	5/11/2025	Compnay Website Internal Candidate	4 1	1
Multimedia Journalist	3/3/2025	6/2/2025	Company Website LinkedIn OAB Career Fair Word of Mouth	2 2 1 3	1

<b>EEO Public File Report</b>				
Rincon Broadcasting Group LLC				
KOKI-TV, KMYT-TV Tulsa, Oklahoma				
<b>EEO Public File Report Part 2</b>				
Reporting Cycle: 02/01/2025 – 01/31/2026				
<b>Recruitment Sources Used for All Openings</b>				
No.	Recruitment Source	Contact	Entitled to Notification	# of Interviews
1	Company Website  <a href="http://www.fox23.com">www.fox23.com</a> linked to <a href="http://www.imagicomm.com/employment/">www.imagicomm.com/employment/</a>	Internet Posting  Ted Gonderman, David Sheridan, Amy Sullivan	N  KOKI/KMYT TV 2625 S. Memorial Dr. Tulsa, OK 74129 918-491-0023	12
2	Indeed  <a href="http://www.indeed.com">www.indeed.com</a>	Internet Posting  200 West 6th Street, Floor 36 Austin, TX 78701 866-439-8615	N	7
3	ZipRecruiter  <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>	Internet Posting  604 Arizona Ave. Santa Monica, CA 90401 877-252-1062	N	1
4	Internal Applicants	  Amy Sullivan	N  KOKI/KMYT TV 2625 S. Memorial Dr. Tulsa, OK 74129 918-491-0023	1
5	Word of Mouth	  Joel Rorabaugh, David Sheridan, Amy Sullivan, Kaylie Cotten	N  KOKI/KMYT TV 2625 S. Memorial Dr. Tulsa, OK 74129 918-491-0023	6
<b>Recruitment Sources Used for Specific Vacancies</b>				
1	LinkedIn  <a href="http://www.linkedin.com">www.linkedin.com</a>	Internet Posting  1000 W. Maude Ave. Sunnydale, CA 94085 650-687-3600	N	4
2	Oklahoma Association of Broadcasters Student Day Career Fair	Career Fair  6520 N. Western Avenue Suite 104 Oklahoma City, OK 73116 405-848-0771	N	1

### **KOKI-TV, KMYT-TV EEO PUBLIC FILE REPORT**

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Programs	December 2025-January 2026 - FOX23 provided a 45-hour internship for a University of Oklahoma journalism and meteorology student. She worked with meteorologists to learn about weather center processes, including building weather graphics and working with a green screen.

Career Fairs	<p>The stations participated in 4 career fairs during the reporting period:</p> <p>March 27, 2025 - Oklahoma Association of Broadcasters Student Day Career Fair with approximately 100 junior/senior-level broadcasting majors from 10 to 12 Oklahoma colleges and universities. Attended by Creative Services Director, News Director, Director of Sales and Director of Operations.</p> <p>April 2, 2025 - Rogers State University Career, Internship &amp; Graduate School Fair in Claremore, OK. News Director and Director of Operations attended the event to engage with journalism students.</p> <p>October 28, 2025 - University of Oklahoma Gaylord College of Journalism &amp; Mass Communication Industry Meet &amp; Greet provided news managers an opportunity to meet with journalism and mass communication students. Attended by News Director, Director of Operations, and MMJ/Anchor.</p> <p>December 9, 2025 - News Director participated in a virtual career fair/mixer with Syracuse University seniors and graduate students via a town hall and breakout sessions. Students asked questions about newrooms, companies, and what employers look for in job applicants.</p>
Training	<p>March 26, 2025 - Newsroom Coach Kevin Benz spoke with news producers, reporters, anchors and content coordinators about thinking outside the box when putting together newscasts and stories and how to better provide context to stories. He also conducted sessions about how to improve writing and workflow and how producers can find news for newscasts without relying on reporters.</p>
Training	<p>March 27, 2025 - Oklahoma Association of Broadcasters Annual Convention - 24 sales and news employees, Creative Services Director and General Manager attended various learning sessions including: Elevating Digital Sales Skills; Writing, Producing, Reporting with Authenticity; The Future of Broadcasting; and Legal &amp; Regulatory Update.</p>
Training	<p>August 6-10, 2025 - News Director, 2 MMJs, MMJ/Producer, Producer, and Content Coordinator attended the National Association of Black Journalists (NABJ) Convention in Cleveland, OH, participating in a variety of training sessions, workshops and networking events. In addition, the FOX23 News Director was a panelist for the convention's Leadership Academy session "Managing Your Manager - Tools To Manage Up Like A Pro".</p>
Training	<p>September 4, 2025 - WideOrbit Traffic v24 Update Training for all sales employees.</p> <p>November 20, 2025 - WideOrbit Traffic v25 Update Training for all sales employees.</p>
Training	<p>September 11 &amp; 12, 2025 - Time &amp; Attendance Training provided for all employees by Rincon HR</p>
Training	<p>October 3, 2025 - Political Training refresher held for sales managers and sales support.</p>
Training	<p>October 7 &amp; 9, 2025 - WideOrbit Airtimes Training for all sales employees.</p>
Training	<p>January 8, 2026 - Station Portal Orders Training for sales managers and sales support provided by Katz Media Group.</p> <p>January 9, 2026 - Station Portal Avails Training for sales managers and sales support provided by Katz Media Group.</p>
Training	<p>January 22, 2026 - Rincon Product Training for account executives to learn about digital capabilities, provided by Digital Remedy.</p> <p>January 29, 2026 - Rincon Dashboard Training for account executives to learn best practices and how to analyze digital data, provided by Digital Remedy.</p>
Participation in events or programs sponsored by Educational Institutions	<p>February 5, 2025 - Meteorologist gave a weather presentation to the entire 1st grade at Tulsa's Mayo Demonstration Academy.</p> <p>March 3 &amp; 7, 2025 - News Anchor participated in 'Read Across America Week' by reading books to 1st graders at Sequoyah Elementary School and Catalayah Elementary School and talked with students about a career as a TV News Anchor.</p> <p>March 4, 2025 - Meteorologist read a weather book to 200 1st &amp; 2nd grade students at Darnaby Elementary School for 'Read Across America Week'.</p> <p>April 9, 2025 - News Director and Director of Operations conducted mock interviews with 10 television broadcast students at Langston University.</p> <p>May 14, 2025 - Sports Director spoke to 30 Broken Arrow High School students in a broadcasting class about his career in sports reporting.</p> <p>May 16, 2025 - Investigative Reporter attended the Waymon Tisdale Elementary Career Fair, talking to some 150 students about working in TV journalism.</p> <p>August 22, 2025 - MMJ participated in a Langston University journalism panel and spoke about her experience as a Multimedia Journalist, her timeline from college into the TV news industry, and advice to aspiring journalists.</p> <p>October 21, 2025 - Creative Services Director participated in an advisory discussion with Tulsa Tech instructors regarding their graphic design curriculum and objectives. Panelists provided insights and recommendations for preparing students to find jobs in the industry.</p>

Station Tours	<p>Tours are given regularly to school groups as well as any interested people in the community:</p> <p>February 4, 2025 - Director of Operations conducted two separate station tours for students of Tulsa Technology Center TV1 production class. Each tour had approximately 15 students and provided a view of the newsroom, studio, news control and master control with explanation of the different jobs available in broadcasting and Q&amp;A.</p> <p>June 9, 2025 - Director of Operations conducted a station tour for Bridges Foundation summer campers during STEM week, including approximately 20 campers from ages 10-13 years old and 6 school counselors.</p> <p>July 20, 2025 - News Director gave an interview and station tour to three Owasso Boy Scouts from Troop 80, ages 10-13, working on their journalism merit badges.</p> <p>September 24, 2025 — News Anchor gave a tour for the Collinsville 8th Grade Digital Media Class, showing 20 students the FOX23 studio, newsroom and control room and answered questions about local TV news.</p> <p>October 15 &amp; November 2, 2025 — Meteorologist hosted two separate studio tours for scouts from Tulsa Scout Troops 26 and 126 working on their weather merit badges.</p> <p>November 21, 2025 - Director of Operations gave station tours to two groups of 15 students from Charles Page High School video production classes.</p>
Broad Outreach	<p>All job postings were publicly posted on FOX23.com, Indeed.com and ZipRecruiter.com to ensure maximum exposure and promote diversity.</p>
Participation in General Outreach Efforts	<p>March 15, 2025 - FOX23 Meteorologists and Storm Chasers participated in the Severe Weather Awareness Expo at Woodland Hills Mall in Tulsa, interacting with hundreds of community members and sharing their weather knowledge about storm safety and weather forecasting.</p> <p>April 7, July 29 and November 19, 2025 - MMJ participated in Light of Hope's "Fentanyl Awareness" series as a panelist joined by Tulsa city leaders to talk about the fentanyl abuse epidemic and specifically, what she experiences on the media side when speaking with families, police, the DA and other members of the community.</p> <p>April 19, 2025 - Multimedia Journalist participated in a panel discussion at the Meet the Press Day Workshop with NABJ Tulsa and NPHC of Tulsa about what organizations and businesses can do to have their stories told and events broadcasted by the media.</p> <p>July 16, 2025 - News Anchor spoke to 25 people at the Tulsa Sunrise Rotary Meeting, sharing a career presentation and answering questions about the media and local TV news.</p> <p>September 10, 2025 - FOX23 hosted the monthly Safe Kids Tulsa meeting comprised of 20 local public safety stakeholders.</p> <p>September 25-October 5, 2025 - Multiple employees represented FOX23 at the FOX23 booth at the Tulsa State Fair, visiting with many people from across the FOX23 viewing area about their local interests and concerns and answering questions about working in television.</p> <p>November 11, 2025 - Eight members of the FOX23 News team participated in the Tulsa Veterans Day Parade, joining attendees in honoring the service of Tulsa-area veterans.</p> <p>January 19, 2026 - Multiple FOX23 employees represented FOX23 at the Tulsa MLK Day Parade.</p>