

EEO Public File Report					
Imagicommm Tulsa LLC					
KOKI-TV, KMYT-TV Tulsa, Oklahoma					
EEO Public File Report Part 1					
Reporting Cycle: 02/01/2024 – 01/31/2025					
Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
Multimedia Journalist	3/20/2023	2/5/2024	Company Website	3	1
			LinkedIn	4	0
VP & General Manager	8/31/2023	2/4/2024	Internal Employee	2	1
			Word of Mouth	2	0
Multimedia Journalist	3/20/2023	3/31/2024	Internal Employee	1	1
			LinkedIn	4	0
Master Control Switcher	3/14/2024	4/15/2024	Indeed	2	1
Ad Traffic Coordinator	4/11/2024	4/28/2024	Internal Employee	2	1
			Word of Mouth	1	0
Director - Technical Director	5/6/2024	5/26/2024	Internal Employee	3	1
Multimedia Journalist/Anchor	3/5/2024	5/28/2024	Company Website	1	0
			LinkedIn	2	0
			OAB Job Fair	1	0
			Word of Mouth	1	1
Content Manager/Executive Producer	4/29/2024	5/28/2024	Company Website	1	1
			Internal Employee	1	0
Multimedia Journalist	3/5/2024	6/3/2024	Company Website	1	0
			OU Job Fair	3	1
			LinkedIn	10	0
Multimedia Journalist	3/5/2024	6/3/2024	Company Website	1	0
			OU Job Fair	3	1
			LinkedIn	10	0
Multimedia Journalist	3/5/2024	6/3/2024	Company Website	1	0
			OU Job Fair	3	1
			LinkedIn	10	0
Editor	5/20/2024	6/9/2024	Internal Employee	1	1
Content Coordinator	5/10/2024	6/10/2024	Company Website	3	1
Manager of Coverage & Content	6/7/2024	6/16/2024	Internal Employee	1	1
			Word of Mouth	1	0
Director - Technical Director	5/21/2024	6/23/2024	Indeed	1	0
			Internal Employee	1	1
Production Assistant	5/21/2024	6/23/2024	Indeed	1	0
			Internal Employee	1	1
Producer	4/9/2024	7/15/2024	Company Website	4	0
			LinkedIn	5	1

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Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
Content Coordinator	6/21/2024	7/15/2024	Company Website	4	1
			LinkedIn	2	0
Content Manager/Executive Producer	7/5/2024	7/21/2024	Internal Employee	2	1
Digital Content Lead	7/25/2024	8/5/2024	Internal Employee	1	1
			Word of Mouth	1	0
Producer	6/26/2023	8/5/2024	Company Website	5	1
			LinkedIn	6	0
Graphic Designer	6/27/2024	8/19/2024	Indeed	1	1
			ZipRecuiter	2	0
			Glassdoor	2	0
Producer	4/9/2024	8/19/2024	Company Website	4	1
			LinkedIn	8	0
Graphic Designer	7/11/2024	9/3/2024	Indeed	1	0
			ZipRecrutier	2	0
			Glassdoor	2	1
Content Coordinator	8/7/2024	9/9/2024	Indeed	1	1
			Company Website	2	0
			LinkedIn	1	0
Director of Sales	8/8/2024	9/10/2024	Company Website	1	0
			Word of Mouth	1	0
			Internal Employee	1	1
			TV News Check	1	0
Producer	9/10/2024	9/16/2024	Company Website	3	0
			LinkedIn	9	1
Photographer/Videographer	8/30/2024	10/7/2024	Indeed	4	1
Photographer/Videographer	9/17/2024	10/7/2024	Indeed	4	1
Producer	7/29/2024	10/14/2024	Indeed	1	1
			LinkedIn	2	0
			Company Website	1	0
Account Executive	9/5/2024	10/21/2024	Word of Mouth	4	1
Director - Technical Director	5/13/2024	10/21/2024	Indeed	1	0
			Company Website	1	0
			Word of Mouth	1	1
News Director	12/3/2024	1/27/2025	Internal Employee	1	0
			Word of Mouth	1	0
			LinkedIn	2	1
Producer	11/11/2024	1/27/2025	Company Website	2	0
			Word of Mouth	2	1

EEO Public File Report				
Imagicom Tulsa LLC				
KOKI-TV, KMYT-TV Tulsa, Oklahoma				
EEO Public File Report Part 2				
Reporting Cycle: 02/01/2024 – 01/31/2025				
Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# of Interviews
1	Company Website	Internet Posting	N	26
	www.fox23.com links to www.imagicom.com/employment/	Rudy Murrieta, Bob Healey, Kaylie Cotten, Tony Kahl, Ted Gonderman, Savannah Byrne, Phillip Price	KOKI/KMYT TV 2625 S. Memorial Dr. Tulsa, OK 74129 918-491-0023	
2	Indeed	Internet Posting	N	12
	www.indeed.com	200 West 6th Street, Floor 36 Austin, TX 78701 866-439-8615		
3	ZipRecruiter	Internet Posting	N	2
	https://www.ziprecruiter.com/	604 Arizona Ave. Santa Monica, CA 90401 877-252-1062		
4	Internal Applicants		N	18
		Rudy Murrieta, Jennipher Calvert, Ted Gonderman, Kaylie Cotten, Tony Kahl	KOKI/KMYT TV 2625 S. Memorial Dr. Tulsa, OK 74129 918-491-0023	
5	Word of Mouth		N	15
		Tony Kahl, David Sheridan, Rudy Murrieta, Jennipher Calvert, Kaylie Cotten, Ted Gonderman, Phillip Price	KOKI/KMYT TV 2625 S. Memorial Dr. Tulsa, OK 74129 918-491-0023	
Recruitment Sources Used for Specific Vacancies				
1	Glassdoor	Internet Posting	N	2
	www.glassdoor.com/index.htm	300 Mission St, 16th Floor San Francisco, CA 94105 415-339-9105		
2	LinkedIn	Internet Posting	N	36
	www.linkedin.com	1000 W. Maude Ave. Sunnydale, CA 94085 650-687-3600		
3	University of Oklahoma College of Journalism and Mass Communication Job & Internship Fair	Career Fair	N	3
		395 W. Lindsey St. Norman, OK 73019 405-325-1974		
4	Oklahoma Association of Broadcasters Student Day Career Fair	Career Fair	N	1
		6520 N. Western Avenue Suite 104 Oklahoma City, OK 73116 405-848-0771		

5	Oklahoma Association of Broadcasters Job Bank	Internet Posting	N	0
	www.oabok.org/jobs/	6520 N. Western Avenue Suite 104 Oklahoma City, OK 73116 405-848-0771		
6	TV News Check	Internet Posting	N	1
	www.tvnewscheck.com/jobs/	238 Crosshill Road Wynnewood, PA 19096 504-669-0162		
7	Spots 'N Dots	Internet Posting	N	0
	www.spotsndots.com/classifieds/job/	1635 Old 41 Hwy NW Suite 112-338 Kennesaw, GA 30152 888-884-2630		

KOKI-TV, KMYT-TV EEO PUBLIC FILE REPORT

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Programs	During the reporting period, the stations were not able to participate in the Tulsa Internship Program due to the limited staff and authorized personnel available.
Career Fairs	The stations participated in 4 career fairs during the reporting period: March 26, 2024 - University of Oklahoma College of Journalism and Mass Communication Job & Internship Fair in Norman, OK, providing news managers an opportunity to meet with journalism and mass communication students and discuss full and part-time positions. Attended by News Director, Executive Producer, Chief Photographer, Chief Meteorologist and Meteorologist. April 3, 2024 - Rogers State University Career, Internship & Graduate School Fair in Claremore, OK. Executive Producer attended the event to engage with journalism students. April 4, 2024 - 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. October 9, 2024 - Northeastern State University Fall 2024 RiverHawk Hired Career & Major Fair in Tahlequah, OK. Attended by Executive Producer and Director of Operations.
Training	January 31, 2024 - 2 Sales Managers and 1 Sales Assistant attended the 2024 political training with Cooley, covering legal, FCC and company compliance training.
Training	March-April 2024 - News Department series of internal workshops presented to news employees: March 20 - Content Manager/Executive Producer held workshop on tease writing; April 3 - Investigative Reporter held workshop on script writing; April 17 - Evening Anchor held workshop on reporting in the field.
Training	April 2024 - Four-part weekly sales training series by Affinity X for Account Executives to focus on prospecting, the Customer Needs Analysis, building proposals, and tracking metrics.
Training	April 4, 2024 - Oklahoma Association of Broadcasters Annual Convention - 15 sales and news employees, Creative Services Director and General Manager attended various learning sessions including Covering Polarized Issues: Election 2024, Mastering Sales and Buying Dynamics, The Role of AI in Local Media, Storytelling with Phones, and Legal & Regulatory Update.
Training	May 8, 2024 - FCC EEO training completed by 12 hiring managers.
Training	October 30, 2024 - Annual Antitrust Compliance Training completed by 6 Account Executives, 2 Sales Assistants, 2 Traffic Coordinators, 2 Sales Managers, General Manager and Office Manager.

Participation in events or programs sponsored by Educational Institutions	<p>January 30, 2024 - Meteorologist gave a severe weather talk to 200 3rd, 4th and 5th grade students at Sequoyah Elementary School.</p> <p>March 12, 2024 - Meteorologist gave a severe weather talk to 200 3rd, 4th and 5th grade students at Freedom Elementary School.</p> <p>March 15, 2024 - Director of Operations visited Tulsa Technology Center, speaking to students in the TV production class about the broadcasting industry, its needs and how they can best prepare for a job in broadcasting.</p> <p>March 27, 2024 - News Director and Director of Operations conducted mock interviews with approximately 10 broadcast school students at Langston University. They also visited with school professors and updated them on industry changes and industry needs so they can better prepare their students for filling roles within the broadcast industry upon graduation.</p> <p>April 2, 2024 - General Manager and Director of Operations visited Tulsa Technology Center to meet with broadcast tv professor/leaders to speak about our partnership and student job placement.</p> <p>April 25, 2024 - Chief Meteorologist spoke to two Environmental Science classes at Bixby High School.</p> <p>May 2, 2024 - Director of Operations and Creative Services Director conducted mock interviews for students in the tv broadcasting class and graphic design class at Tulsa Technology Center.</p> <p>September 20, 2024 and December 18, 2024 - Morning Anchor visited Catalayah Elementary School to speak with 20 first grade students about her journalism career.</p> <p>October 22, 2024 - News Director and Multimedia Journalist visited the University of Oklahoma in Norman to make a presentation to OU journalism students before speaking to students individually about a career in broadcast news.</p> <p>October 22, 2024 - Director of Operations attended the annual Tulsa Technology Center employer/tech school dinner and discussion, speaking with professors about how students are being prepared for the workplace and any adjustments they can make to their curriculum.</p> <p>November 20, 2024 - News Anchor and Executive Producer visited the University of Oklahoma in Norman to meet one-on-one with senior journalism students to provide feedback on their reporting and anchoring as well as possible job opportunities. Station representatives also watched the live student newscast and provided feedback on the content, newsgathering and suggestions to take their product to the next level and talked to the group of about 40 students about ways to get into television, different types of jobs available and the skills they are building that can be useful in broadcasting and other industries as well.</p>
Station Tours	<p>Tours are given regularly to school groups as well as any interested people in the community:</p> <p>February 23, 2024 - Director of Operations conducted a station tour for approximately 20-25 Porum High School students from the GEAR UP program.</p> <p>March 18, 2024 - Meteorologist provided a newsroom tour to a group of 20 home school students and parents.</p> <p>April 18, 2024 - Director of Operations conducted two separate station tours for students of Tulsa Technology Center TV1 class. Each tour had roughly 15 to 20 students and provided the group a view of each area of newsroom, news control, master control, engineering and sales with explanation of all jobs at our facility and what each job is and what they do.</p> <p>September 18, 2024 - Meteorologist provided a newsroom tour to about 10 home school elementary students and their parents.</p> <p>October 22, 2024 - Meteorologist provided studio tour to approximately 10 students of various ages from a homeschool organization along with several parents.</p> <p>October 24, 2024 - Morning Anchor hosted a station tour for 8th grade digital media students from Collinsville Middle School, showing them the studio, newsroom, control room and allowing them to watch the midday newscast live in-person.</p>
Broad Outreach	<p>All job postings are publicly posted on FOX23.com, Imagicomm.com, Indeed.com and ZipRecruiter.com to ensure maximum exposure and promote diversity.</p>
Participation in General Outreach Efforts	<p>March 13, 2024 - News Anchor spoke at Rogers County Leadership Luncheon to 25 local business and community leaders about how to get news coverage for their events and celebrations or to offer their expertise on a timely topic.</p> <p>April 6, 2024 - Chief Meteorologist and 3 Meteorologists participated in the Severe Weather Awareness Expo at Woodland Hills Mall in Tulsa to speak with hundreds of community members about storm safety, the science of weather and the work that goes into daily weather forecasting.</p> <p>September 11, 2024 - Station hosted Safe Kids Tulsa monthly meeting for 25 local children's safety advocates and public safety officials. Morning Anchor coordinated the meeting and Chief Meteorologist gave a presentation on weather forecasting.</p> <p>September 26-October 6, 2024 - Multiple employees represented FOX23 at the FOX23 booth at the Tulsa State Fair, listening to many people from communities across the Tulsa TV viewing area about their local interests and concerns and answering questions about working in television.</p> <p>October 9, 2024 - Multimedia Journalist spoke on a panel for OBEA and OETA for their Student Seminar. The panel was geared toward mental health and sharing experiences with prioritizing mental health in the journalism industry and what upcoming journalists can do to prepare themselves.</p>