

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2025 - January 31, 2026

Station Included in Report: KJRH-TV

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				5
C2	Internal Candidate / WorkLife				5
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			7
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		17
C130	Face-to-face Networking				
C131	Agency/Search Firm				1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		6
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1486	Goodwill Industries of Tulsa - Clarice Floyd - 2800 Southwest Blvd (cfloyd@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1487	Goodwill Industries of Tulsa - Diane Nash - 2800 Southwest Blvd. (dnash@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1488	Goodwill Industries of Tulsa - Monique Jennings (Job Connection Specialist) - 1665 South Yale Ave (mjennings@goodwilltulsa.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1489	Jack C. Montgomery VA Medical Center - - 1011 Honor Heights Drive (arnold.crozier@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1490	Jack C. Montgomery VA Medical Center - - 10159 East 11th Street Suite 100 (arnold.crozier@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1491	OKDRS 9mulgee - Rob Gragg - 1801 E. 4th (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1492	OKDRS Bartlesville - Rob Gragg - 210 NE Washington Blvd (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1493	OKDRS Claremore - Rob Gragg - 223 W. Blue Starr Drive (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1494	OKDRS Muskogee - Rob Gragg - 733 S. 32nd Street (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1495	OKDRS Tulsa - Rob Gragg - 8740 E. 11th Street (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1496	OKDRS Tulsa - Rob Gragg - 444 S. Houston (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1497	OKDRS Tulsa - Rob Gragg - 101 N. Greenwood Ave (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1498	OKDRS Tulsa - Rob Gragg - 907 S. Detroit (RGragg@okdrs.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1499	The University of Tulsa (Golden OpporTUnities) Tulsa, OK - - 800 South Tucker Drive (careerhelp@utulsa.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1500	Workforce Oklahoma - Okmulgee Center - - 1801 East 4th Street (ruthann.smith@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1501	Workforce Oklahoma - Bartlesville Center - Bartlesville, OK 74006 - 6101 SE Nowata Rd., Suite C100 (manager.bartlesville@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1502	Workforce Oklahoma - Claremore Center - - 1810 North Sioux Avenue (ron.mullen@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1503	Workforce Oklahoma - Muskogee Center - - 717 South 32nd St (patty.garner@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1504	Workforce Oklahoma - Pryor Center - - 219 NE 1st Street (jack.james@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1505	Workforce Oklahoma - Pryor Center - Pryor, OK 74361 - 219 NE 1st Street (marsha.cunningham@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1506	Workforce Oklahoma - Sapulpa Center - - 1700 South Main (jon.nelson@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1507	Workforce Oklahoma - Sapulpa Center - - 1700 South Main (robert.williams@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1508	Workforce Oklahoma - Sapulpa Center - - 1700 South Main (robert.williams@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1509	Workforce Oklahoma -Bartlesville Center - - 6101 SE Nowata Road, Suite C100 (manager.bartlesville@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1510	Workforce Oklahoma -Bartlesville Center - - 6101 SE Nowata Road, Suite C100 (michael.costello@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1511	Workforce Oklahoma Center - - 14002 E 21st St, Suite 1030, Eastgate Metroplex (kelli.ingraham@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1512	Workforce Oklahoma Center - - 14002 E 21st St, Suite 1030, Eastgate Metroplex (manager.eastgate@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1513	Workforce Oklahoma Center - - 14002 E 21st St, Suite 1030, Eastgate Metroplex (manager.eastgate@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1514	Workforce Oklahoma Center - Stephen Sullivan (Veterans Representative) - 14002 E 21st Street (stephen.sullivan@oesc.state.ok.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	Bianca Bryant bjbryant@langston.edu	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 Pearcy	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	13800 Benson Road, Edmond., OK Edmond, OK 73013	Candace Owens candace.owens@oc.edu	405-425-5960	
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	

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L28	Tulsa Community College	909 S. Boston	Beverly Bailey	918-595-7045	
L29	University of Central Oklahoma	100 University Blvd	Careers Supervisor careers@uco.edu	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	Melissa Radford recruitingcoordinator@tulsa.edu www.hireTUgrads.com	918-631-2896	
L32	Southern Nazarene University	6729 NW 39th Expressway Bethany, OK	Miriam Key	918-631-2549	
L33	NABJ-Tulsa	P.O. Box 2904 Tulsa, OK 74101	Russell LaCour russell.lacour@tulsaworld.com info@nabjtulsa.org	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	
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	
L44	Greater Tulsa Hispanic Chamber of Commerce	14201 East 21st Street Suite A Tulsa, OK 74134	Karina Patlen admin@tulahispanicchamber.com	918-384-0096	
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 Avenue 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 /CCNEngine	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	

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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@ywcatusa.org	918-588-9393	
Total Number of Interviewees Referred:					43

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, Local [JR034312]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L11, L19, L29, L31, L33, L38, L40, L41, L44, L45, L49, L50, L54, L56, L57, L60, L62, L65, L67, L72, L73	Code Number: C3 Start Date: 2025-03-31
Assoc Account Exec, Local [JR035318]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L11, L14, L15, L17, L19, L20, L22, L25, L28, L29, L30, L31, L36, L37, L48, L51, L55, L57, L60, L62, L68, L70	Code Number: C1 Start Date: 2025-08-11
Digital Content Producer [JR035653]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L6, L15, L17, L19, L20, L22, L25, L28, L29, L30, L31, L37, L39, L41, L51, L55, L57, L60, L62, L69, L70	Code Number: C3 Start Date: 2026-01-05

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]
Multimedia Journalist [JR035584]	C1, C2, C3, C5, C69, C97, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L6, L11, L14, L15, L17, L19, L20, L22, L25, L28, L29, L30, L31, L37, L39, L41, L42, L46, L48, L51, L55, L57, L60, L62, L68, L69, L70, L71	Code Number: C1 Start Date: 2025-11-24
Photographer II [JR034980]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L11, L19, L30, L31, L33, L38, L40, L41, L44, L45, L49, L50, L54, L56, L57, L60, L62, L65, L67, L72, L73	Code Number: C3 Start Date: 2025-06-02
Producer [JR034970]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L11, L19, L29, L31, L33, L38, L40, L41, L44, L45, L49, L50, L54, L56, L57, L60, L62, L65, L67, L72, L73	Code Number: C134 Start Date: 2025-06-23

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]
Sales Support Asst I [JR035442]	C1, C2, C3, C5, C69, C97, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C3135, L14, L15, L17, L19, L20, L22, L25, L28, L29, L30, L31, L37, L38, L44, L51, L55, L57, L60, L62, L63, L65, L67	Code Number: C97 Start Date: 2025-11-03
Sr Reporter [JR034544]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1486, C1487, C1488, C1489, C1490, C1491, C1492, C1493, C1494, C1495, C1496, C1497, C1498, C1499, C1500, C1501, C1502, C1503, C1504, C1505, C1506, C1507, C1508, C1509, C1510, C1511, C1512, C1513, C1514, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, C3135, L11, L19, L29, L31, L33, L38, L40, L41, L44, L45, L49, L50, L54, L56, L57, L60, L62, L65, L67, L72, L73	Code Number: C1 Start Date: 2025-04-21

EEO PUBLIC FILE REPORT

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>On October 8, 2025, KJRH Sr. News Director Brittany Burtscher along with Executive Reporter Justin Ayer attended Berryhill High School's College and Career Fair in the school's Activity Center from 8A through 2p. Students were invited to stop by the KJRH booth to find out more about careers at the station and ask questions of local leaders.</p>
	<p>Talent Acquisition team members from The E W Scripps Company hosted "Scripps Day" with local participants, KJRH Sr. News Director, Brittany Burtscher and Executive Reporter, Justin Ayer at The University of Oklahoma on November 19, 2025. The day was focused on one-on-one meetings/interviews with students wanting to learn more about employment opportunities with KJRH and Scripps as well as speaking to classes about working in broadcasting and reviewing student work produced for feedback.</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>The Oklahoma Association of Broadcasters Education Foundation hosted Student Day Career Fair at the River Spirit Hotel in Tulsa on March 27, 2025. KJRH's Sr. News Director, Brittany Burtscher and Digital Director Caitlin Huggins attended the event to talk to students about careers in broadcasting and answer questions. Students from 9 universities were in attendance.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>The E.W. Scripps Company offers an Educational Assistance Program to full time and part time (20 hours or more a week) company employees who are interested in pursuing a degreed program related to broadcasting. This program will reimburse 100 percent of books and tuition, up to \$5,250 per calendar year, exclusive of the cost of any fees for pre-approved courses, provided that the required paperwork has been submitted and a grade of C or better has been earned.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>KJRH offers employees The E.W.Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all KJRH employees enjoy the opportunity to pursue career advancement through online training in stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets. This eLearning systems is also used for other mandatory compliance trainings.</p>
	<p>Reporter/Multimedia journalist upskilling coursework is available to employees in news gathering roles with The E.W. Scripps Company. The focus is on developing skills in 3 ways: virtual trainings, email tips and on-demand resources. Topics include: Conversational Writing, Time Management, Tips & Tricks of Basic Shot Compositions, Nat Sounds & Active Interviews and Building Relationships and Cultivating Sources.</p>
	<p>The E W Scripps Company offers "Mastering the Engine Room" workshops via Zoom for all employees. The workshops are designed specifically for people eager to enhance their skills and navigate the complexities of our operations with AI support. The sessions help participants gain valuable insights, best practices and hand-on experience in using Artificial Intelligence.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>The company provides a Career Hub resource available to E.W.Scripps employees to empower exploration for professional growth and development. Career Hub is a tool housed within Workday that provides a way to explore possible careers within Scripps, as well as expand networks by finding or serving as a mentor.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>The Union PS Moore school Broadcast Club toured the station with Noah Geld, KJRH Creative Services Producer on November 10, 2025 to learn more about working in broadcasting. The tour reviewed how technology has changed in broadcasting as well as learning more about the following roles: producer, assignment desk editor, multimedia journalist, meteorologist, and engineering. Students were able to learn more about the roles that support our daily newscasts and ask questions.</p>

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Rogers State University Professor Tip Crowley hosted KJRH Sr. News Director Brittany Burtscher for his media student's capstone project session on March 25, 2025. Brittany shared with the students her experience and career path in broadcasting along with insight on how the broadcast industry has changed with guidance and suggestions on areas to focus on preparation for working in the industry.</p>
	<p>KJRH Meteorologist Anne Brown participated in a panel discussion at Bishop Kelly high school for students on November 6, 2025. The panel offered insights and experience regarding career paths and educational track to prepare for job opportunities.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>On April 7, 2025, HRBP Donald Deas provided training on Leading Effectively through Accountability and Development (LEAD) to people managers at KJRH. The training included topics on Goal Setting for employee development and promotion opportunities, Performance Expectations, Employee Recognition, and Policy vs Performance.</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>On January 13, 2026, Assistant News Director, Shawn Whittrock, hosted University of Oklahoma student Andrew Paredes in a job shadow to learn more about working in broadcast journalism. While at KRJH, the student observed rundown and editorial meetings, interacted with producers, reporters and photographers regarding their daily job duties as well as observed the 5pm newscast from the both the studio and control room in addition to shadowing various news employees in newsroom roles.</p>
	<p>On June 14, 2025, Shawn Whittrock hosted college student Sarah Synar in a job shadow to learn more about working in broadcast journalism. While at KRJH, the student observed rundown and editorial meetings, interacted with producers, reporters and photographers regarding their daily job duties as well as observed the 5pm newscast from the both the studio and control room in addition to shadowing various news employees in newsroom roles.</p>