

**KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX****EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-13, 15, 17-35, 37-46	9
Account Executive	1-13, 15, 17-35, 37-46	9
Air Talent	1-2, 4-7, 10-13, 15, 17-19, 25-26, 29, 31-32, 34, 37-44	12
Account Executive	8-9, 11-12, 20, 46	12
Account Executive	8-9, 11-12, 20, 46	20
KTBT Air Talent	1-2, 4-7, 10-14, 17-19, 25-26, 29, 31- 32, 34, 37-44	14
Program Director - KTGX	1-2, 4-7, 9-13, 17-19, 25-26, 29, 31-32, 34, 36-44	36
Account Executive	1-2, 4-13, 17-19, 25-26, 29, 31-32, 34, 36-44	9
Account Executive	1-2, 4-13, 17-19, 25-26, 29, 31-32, 34, 36-44	36
Account Executive	1-2, 4-13, 16-19, 25-26, 29, 31-32, 34, 37-44	9
Account Executive	1-2, 4-13, 16-19, 25-26, 29, 31-32, 34, 37-44	16
Account Executive	1-2, 4-13, 16-19, 25-26, 29, 31-32, 34, 37-44	9
Digital Sales Manger	1-2, 4-7, 9-13, 17-19, 25-26, 29, 31-32, 34, 37-44	9
Traffic & Continuity Coordinator	8, 11-12, 16	16
On Air Talent/Producer	8-9, 11-12	9

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AM/FM Jobs.com P.O. Box 4116 Oceanside, California 92052 Email : jobs@amfmjobs.com Fax : 1-760-754-2115 Career Services	N	0
2	American Broadcasting School 4511 SE 29th Street Oklahoma City, Oklahoma 73115 Phone : 817-695-2474 Email : admissions@radioschool.com Michelle McConnell	N	0
3	Cameron University 2800 West Gore Blvd. Lawton, Oklahoma 73505 Phone : 580-581-2209 Fax : 1-580-581-2564 Jennifer Holland	N	0
4	Cleveland Chamber of Commerce Oklahoma Email : info@chamberofclevelandok.com Career Services	N	0
5	Comanche Nation P.O. Box 908 Lawton, Oklahoma 73502 Phone : 580-492-3703 Fax : 1-580-492-3796 Gina Sovo	N	0
6	Comprehensive Community Rehab Svcs 7146 S Braden Ave. Ste 500 Tulsa, Oklahoma 74127 Phone : 918-488-6465 Email : ccrsvoc@aol.com Fax : 1-918-488-8021 Jeff Summers	N	0
7	Department of Human Services 444 S Houston Tulsa, Oklahoma 74127 Phone : 918-581-2913 Email : sharon.reed@okdhs.org Sharon Reed	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	DirectEmployers.org 20880 Stone Oak Pkwy San Antonio, Texas Diversity Job Manual Posting	N	0
9	Employee Referral	N	10
10	Global Smith Group, LLC 7625 E 51st St. Ste. 400 Tulsa, Oklahoma 74145 Phone : 918-270-2788 Email : jackpauling@yahoo.com Fax : 1-918-663-2254 Jack Pauling	N	0
11	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	1
12	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	4
13	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : <a href="http://www.indeed.com">www.indeed.com</a> Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	0
14	Indeed.com	N	1
15	Indian Capital Technology Center 2403 North 41st St. East Oklahoma Phone : 918-687-6383 Fax : 1-918-687-5793 Career Services	N	0
16	Internet Ad	N	2

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17	Muskogee Creek Nation P.O. Box 580 Okmulgee, Oklahoma 74447 Phone : 918-732-7773 Fax : 1-918-732-7781 Danna Minnick	N	0
18	National Alliance of State Broadcasters Association Oklahoma City, Oklahoma Phone : 405-848-0771 Url : www.careerpage.org Email : harrison@oabok.org Vance Harrison	N	0
19	National American Journalist Association 3359 36th South Avenue Oklahoma Phone : 612-729-9244 Fax : 1-612-729-9373 Theresa Lumbar	N	0
20	Non-Employee Referral	N	2
21	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Phone : 918-456-5511 Email : placement@nsuok.edu Fax : 1-918-458-2114 Gayle Anderson	N	0
22	Northern Oklahoma College 100 South University Avenue Enid, Oklahoma 73701 Phone : 580-548-2327 Fax : 1-580-548-2218 Boomer Appleman	N	0
23	Northwestern State University 709 Oklahoma Blvd. Alva, Oklahoma 73717 Phone : 580-327-8435 Email : career@nwsu.edu Fax : 1-580-327-8413 Shaena Curry	N	0

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24	Northwestern State University 709 Oklahoma Blvd. Alva, Oklahoma 73717 Phone : 580-327-8606 Fax : 1-580-327-8508 Brandon W. Cook	N	0
25	Oklahoma Association of Broadcasters 6520 N Western Ste. 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : <a href="http://www.oabok.org">http://www.oabok.org</a> Email : <a href="mailto:struby@oabok.org">struby@oabok.org</a> Fax : 1-405-848-0772 Nancy Struby	N	0
26	Oklahoma City Community College 7777 South May Avenue Oklahoma City, Oklahoma 73105 Phone : 405-682-7519 Fax : 1-405-682-7545 Jim Mcgee	N	0
27	Oklahoma Panhandle State University Box 430 Goodwell, Oklahoma 73939 Phone : (580) 349-1558 Email : <a href="mailto:amandal@opsu.edu">amandal@opsu.edu</a> Amanda Martinez	N	0
28	Oklahoma Panhandle State University Box 430 Goodwell, Oklahoma 73939 Phone : 580-349-1556 Fax : 1-580-349-1557 Christi Hale	N	0
29	Oklahoma State University Career Services 360 Student Union Stillwater, Oklahoma 74078 Phone : 888-678-4473 Email : <a href="mailto:careers@okstate.edu">careers@okstate.edu</a> Pamela Ehlers	N	0

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30	Oklahoma State University Main Campus 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-3473 Email : careers@okstate.edu Fax : 1-405-744-9954 Barry Fuxa	N	0
31	Rogers County Training Center Oklahoma Fax : 1-918-341-3081 Chisholm Standlee	N	0
32	Rose State College 6420 S. E. 15th Midwest City, Oklahoma 73110 Phone : 405-733-7488 Email : careercoach@rose.edu Fax : 1-405-733-7991 Connie Myrick	N	0
33	Southeastern Oklahoma State University 1405 North 4th Durant, Oklahoma 74701 Phone : 580-745-2270 Fax : 1-580-745-7486 Scott Hensley	N	0
34	Southern Nazarene University Career and Emp Ctr 6729 Northwest 39th Expressway Bethany, Oklahoma 73088 Phone : 405-491-6684 Email : career@snu.edu Fax : 1-405-491-6378 Miram Key	N	0
35	Southwestern Oklahoma State University 100 Camus Drive Weatherford, Oklahoma 73096 Phone : 580-774-3233 Fax : 1-580-774-7102 Kim Liebscher	N	0
36	Station Website	N	2

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37	Station Websites (One or more SEU Stations) 2625 S Memorial Dr Tulsa, Oklahoma 74129 Phone : 918-388-5109 Email : terryjenner@iheartmedia.com Fax : 1-918-388-5531 Terry Jenner	N	0
38	The Bridges Foundation 1345 N Lewis Ave Tulsa, Oklahoma 74110 Phone : 918-592-3333 Fax : 1-918-592-3343 Tracy Summers	N	0
39	The Major Group 6128 E 38th St. Ste 307 Tulsa, Oklahoma 74135 Email : majortc@aol.com Career Services	N	0
40	Tulsa Community College 909 South Boston Rm. 149 Tulsa, Oklahoma 74119 Phone : 918-595-7170 Email : esayles@tulsacc.edu Fax : 1-918-595-7320 Emily Sayles	N	0
41	Tulsa Housing Authority HR 415 East Independence Tulsa, Oklahoma 74106 Phone : 918-581-5723 Email : hr@tulshousing.org Fax : 1-918-581-5721 Rachella McAnulty	N	0
42	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, Oklahoma 74110 Phone : 918-591-5677 Fax : 1-918-732-5303 Ozell Grissom	N	0

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43	Tulsa Technology Center P.O. Box 477200 Tulsa, Oklahoma Phone : 918-828-5213 Fax : 1-918-828-5009 Susan Ott	N	0
44	Tulsa Urban League 240 East Apache Tulsa, Oklahoma 74106 Phone : 918-584-0001 Email : mchoice@mtul.org Marquetta Finley	N	0
45	University of Oklahoma Norman 900 Asp Ave. OMU 323 Norman, Oklahoma 73019 Phone : 405-325-1974 Email : bscott@ou.edu Betty Scott	N	0
46	Walk In/Self-Referral	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>24</b>



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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/1/2016	Establishment of training programs for station personnel	During the reporting period, our SEU conducted a training program for incoming Account Executives, designed to help qualify them for higher positions within the Sales Department. Training sessions took place weekly over a 6 month period and were lead by our SEU's Senior Vice President of Sales. Topics covered included management skills and advanced sales strategies.	4	SVP of Sales General Sales Mgr. Senior AE Senior AE
2	2/1/2016	Establishment of training programs for station personnel	During the reporting period, our SEU conducted a training program for all On-Air Talent, designed to help qualify them for higher, more prominent on-air positions. The training program was led by our SEU's Senior Vice President of Programming, who met with training participants weekly throughout the year. Topics covered included on-air presence and delivery as well as learning how to use automated programming systems.	3	SVP of Operations KTBT Program Director KTGX Program Director
3	9/15/2016	Participation in events or programs sponsored by educational institutions	On 9/15/16, our SEU's Program Director gave a station tour to journalism students from Rogers State University. During the tour, our Program Director answered questions about the skills needed to succeed in broadcasting & provide students with advice on starting a career in the industry.	2	Ass't Program Director Program Director