

KBRU, KGHM, KJYO, KTOK, KTST, KXXY-FM
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
On-Air Talent	1-6, 9, 11, 13, 15, 17-18, 20-21	21
Sales Assistant	1-6, 8-11, 13-18, 20	10
Sales Assistant	1-11, 13-18, 20	9
Account Executive	1-6, 8-18, 20	10
Traffic & Continuity Coordinator	1-9, 11, 13-18, 20	7
Account Executive	1-6, 8-11, 13-18, 20	10
Account Executive	1-6, 8-20	8
Account Executive	1-6, 8-11, 13-18, 20	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School 4511 SE 29th St Del City, Oklahoma 73115 Phone : 405-672-6511 Fax : 1-405-672-6488 Larry Gable	Y	0
2	American Women in Radio and Television 10321 Ski Drive Oklahoma City, Oklahoma 73162 Phone : 405-823-4993 Fax : 1-405-478-6227 Ellen Graham	N	0
3	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
4	Cameron University 2800 W Gore Blvd Lawton, Oklahoma 73505 Phone : 580-581-2209 Email : student_development@cameron.edu Fax : 1-580-581-2564 Career Services	Y	0
5	Citizen Potawatomi Nation 300 E Walnut Tecumseh, Oklahoma 74873 Phone : 405-275-5269 Email : rlheath@potawatomi.org Lynn Heath	Y	0
6	Community Action Agency 319 SW 25th St Oklahoma City, Oklahoma 73109 Phone : 405-232-0199 Email : execdir@caaofokc.org Fax : 1-405-232-9074 James Sconzo	Y	0
7	Employee Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	4
10	Indeed.com - Not Directly Contacted by SEU	N	11
11	Langston University Career Services PO Box 1255 Langston, Oklahoma 73050 Phone : 405-466-3240 Email : jawallace@lunet.edu Fax : 1-405-466-2976 James Wallace	N	0
12	LinkedIn - Not Directly Contacted by SEU	N	4
13	NAACP 1500 NE 4th St Oklahoma City, Oklahoma 73114 Phone : 405-424-2384 Fax : 1-405-522-4835 Roosevelt Milton	N	0
14	National Alliance of State Broadcasters Oklahoma Url : http://www.careerpage.org Suzanne Strong Manual Posting	N	0
15	Oklahoma Association of Broadcasters 6520 N Western Ave Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://www.oabok.org Email : sundholm@oabok.org Fax : 1-405-848-0772 Susan Sundholm	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Oklahoma City Help Wanted Oklahoma Phone : 800-365-3630 Url : http://www.regionalhelpwanted.com/oklahomacity Jennifer Darby Manual Posting	N	0
17	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-3655 Email : careers@okstate.edu Pamela Ehlers	Y	0
18	University of Science and Arts of Oklahoma 1727 W Alabama Chickasha, Oklahoma 73018 Phone : 405-574-1326 Email : cperry@usao.edu Catelyn Perry	Y	0
19	Unknown (source not adequately identified upon inquiry by SEU)	N	2
20	Urban League of Greater Oklahoma City 3017 N Martin Luther King Oklahoma City, Oklahoma 73111 Phone : 405-424-5243 Fax : 1-405-424-3382 Lonetta Smith	Y	0
21	Word of Mouth Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/31/2016	Participation in Job Fairs	On March 31, 2016, our SEU participated in the Oklahoma Association of Broadcasters' annual student career fair, held at the Hard Rock Hotel in Tulsa, Oklahoma. At the fair, our SEU spoke with attendees about career opportunities in broadcasting. Station participants included our Senior Vice President of Sales and our Senior Vice President of Programming.	3	Market President Sr Vice President of Programming Sr Vice President of Sales
2	4/8/2016	Participation in events or programs sponsored by educational institutions	On April 8, 2016, our SEU participated in Madison Elementary School's career day. At the event, our SEU spoke with students about the skills needed to succeed in the broadcasting industry and different career paths in broadcasting. Station participants included three of our On-Air Hosts.	3	KJYO On Air Host KJYO On Air Host KJYO On Air Host
3	4/12/2016	Participation in events or programs sponsored by educational institutions	On April 12, 2016, our SEU hosted Oklahoma City Community College's mass communications class for a station tour. During the tour, our SEU's on-air talent spoke with students about the skills needed to succeed in the broadcasting industry and different career opportunities.	3	KTOK Talk Host KTOK News Reporter KTOK Talk Host
4	5/3/2016	Participation in events or programs sponsored by educational institutions	On May 3, 2016, our SEU's Talk Show Host participated in a panel discussion about broadcasting careers for an event at Rose State College in Midwest City, Oklahoma. 25-30 students attended the event and learned about different career opportunities in the broadcast industry.	1	KTOK Talk Host
5	5/10/2016	Participation in events or programs sponsored by educational institutions	On May 10, 2016, our SEU participated in Overholser Elementary's career day. At the event, our SEU spoke with students about the skills needed to succeed in the broadcasting industry and different career paths in broadcasting. Station participants included three of our On-Air Hosts.	3	KJYO On Air Host KJYO On Air Host KJYO On Air Host

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6	9/20/2016	Participation in events or programs sponsored by educational institutions	On September 20, 2016, our SEU hosted Oklahoma City Community College's mass communications class for a station tour. During the tour, our SEU's on-air talent spoke with students about the skills needed to succeed in the broadcasting industry and different career opportunities.	3	KTOK Talk Host KTOK News Reporter KTOK Producer
7	10/13/2016	Participation in events or programs sponsored by educational institutions	On October 13, 2016, our SEU's Talk Show Host participated as a panelist at an event hosted by the Frances Tuttle Technology Center. The panel discussed career opportunities in broadcasting and industry trends.	1	KTOK Talk Host
8	11/8/2016	Participation in events sponsored by community groups	On November 8, 2016, our SEU participated in the 72nd AFR Youth Speech contest for the Enid District. At the event our SEU spoke with students about the skills needed to succeed in the broadcasting industry and different career paths in broadcasting. Station participants included our Farm Director/On Air Agriculture Reporter.	1	Farm Director/On Air Ag Reporter
9	11/9/2016	Participation in events or programs sponsored by educational institutions	On November 9, 2016, our SEU's Talk Show Host gave a presentation on broadcasting careers, breaking in the business, different types of careers, production and performance to students in Journalism I and Journalism II classes at Union City High School.	1	KTOK On Air Host
10	12/1/2016	Participation in events or programs sponsored by educational institutions	On December 1, 2016, our SEU's Talk Show Host gave a presentation on broadcasting careers and industry trends to students at the Frances Tuttle Technology Center.	1	KTOK Talk Host
11	12/3/2016	Participation in events sponsored by community groups	On December 3, 2016, our SEU participated in the 72nd AFR Youth Speech contest for the State. At the event our SEU spoke with students about the skills needed to succeed in the broadcasting industry and different career paths in broadcasting. Station participants included our Farm Director/On Air Agriculture Reporter.	1	Farm Director/On Air Ag Reporter

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12	12/7/2016	Participation in events or programs sponsored by educational institutions	On December 7, 2016, our SEU hosted students from Union City High School's journalism class. During the tour, our SEU's on-air talent spoke with students about the skills needed to succeed in the broadcasting industry and different career opportunities.	1	KTOK Talk Host
13	1/24/2017	Participation in events or programs sponsored by educational institutions	On January 24, 2017, our SEU participated in Midwest City Elementary's career day. At the event, our SEU spoke with students about the skills needed to succeed in the broadcasting industry and different career paths in broadcasting. Station participants included one of our On-Air Hosts.	1	On Air Host