

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2017 - January 31, 2018****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-5, 7-28	16
Sale Asst/receptionist	1-5, 7-28	10
Account Executive	1-29	6

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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	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	Cleveland Chamber of Commerce Oklahoma Email : info@chamberofclevelandok.com Career Services	N	0
4	Comanche Nation P.O. Box 908 Lawton, Oklahoma 73502 Phone : 580-492-3703 Fax : 1-580-492-3796 Gina Sovo	N	0
5	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
6	Current Employee	N	1
7	Department of Human Services 444 S Houston Tulsa, Oklahoma 74127 Phone : 918-581-2913 Email : sharon.reed@okdhs.org Sharon Reed	N	0
8	DirectEmployers.org 20880 Stone Oak Pkwy San Antonio, Texas Diversity Job Manual Posting	N	0

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9	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
10	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	3
11	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	0
12	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Email : htv.careers@hearst.com Career Services	N	0
13	Muskogee Creek Nation P.O. Box 580 Okmulgee, Oklahoma 74447 Phone : 918-732-7773 Fax : 1-918-732-7781 Danna Minnick	N	0
14	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

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15	National American Journalist Association 3359 36th South Avenue Oklahoma Phone : 612-729-9244 Fax : 1-612-729-9373 Theresa Lumbar	N	0
16	Oklahoma Association of Broadcasters 6520 N Western Ste. 104 Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : http://www.oabok.org Email : struby@oabok.org Fax : 1-405-848-0772 Nancy Struby	N	1
17	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
18	Oklahoma State University Career Services 360 Student Union Stillwater, Oklahoma 74078 Phone : 888-678-4473 Email : careers@okstate.edu Pamela Ehlers	N	0
19	Rogers County Training Center Oklahoma Fax : 1-918-341-3081 Chisholm Standlee	N	0
20	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

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21	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
22	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
23	The Bridges Foundation 1345 N Lewis Ave Tulsa, Oklahoma 74110 Phone : 918-592-3333 Fax : 1-918-592-3343 Tracy Summers	N	0
24	The Major Group 6128 E 38th St. Ste 307 Tulsa, Oklahoma 74135 Email : majortc@aol.com Career Services	N	0
25	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
26	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

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27	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, Oklahoma 74110 Phone : 918-591-5677 Fax : 1-918-732-5303 Ozell Grissom	N	0
28	Tulsa Technology Center P.O. Box 477200 Tulsa, Oklahoma Phone : 918-828-5213 Fax : 1-918-828-5009 Susan Ott	N	0
29	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2017	Establishment of a mentoring program	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.	2	Account Executive Account Executive SVPS Sales Manager
2	2/1/2017	Establishment of training programs for station personnel	During the reporting period, 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.	4	SVPP KTGX Program Director KTGX on air KTBT Program Director
3	2/15/2017	Participation in events or programs sponsored by educational institutions	On February 15, 2017 Houston Gaither gave a tour of the station facilities for 30 students in the Radio/TV class from Rogers State College, Claremore, Oklahoma. Houston discussed opportunities in radio employment and answered questions about skills needed to succeed in broadcasting and provide students with advice on starting a career in the industry.	1	Ass't Program Director

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4	9/27/2017	Participation in events sponsored by community groups	On September 27, 2017 SVPP hosted a tour of the station facilities to a resident of The Gateway Foundation and his employment consultant. The guest got "hands on" experience with our broadcast equipment. The Senior Vice President of Programming answered questions about the skills needed to succeed in broadcasting and provided advice on how to start a career in broadcasting. The Gateway Foundation provides access to persons with disabilities the chance to assess whether or not their individual job aspirations are a good fit with potential employers. The resident was encouraged to apply for any future openings.	1	Senior VP of Programming