

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
Account Executive	1-5, 7-8, 11-31	30
Account Executive	1-8, 10-31	10
Account Executive	1-8, 10-31	6
Program Director - KTBT	1-8, 11-31	6
Traffic & Continuity Coordinator	1-5, 7-9, 11-25, 27-31	9
Sale Assistant/Receptionist	1-5, 7-8, 11-24, 27-30	12

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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 - Transfer/Promotion	N	2
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
9	Employee Promotion	N	1

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Employee Referral	N	1
11	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
12	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	2
13	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
14	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Email : htv.careers@hearst.com Career Services	N	0
15	Muskogee Creek Nation P.O. Box 580 Okmulgee, Oklahoma 74447 Phone : 918-732-7773 Fax : 1-918-732-7781 Danna Minnick	N	0
16	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

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	National American Journalist Association 3359 36th South Avenue Oklahoma Phone : 612-729-9244 Fax : 1-612-729-9373 Theresa Lumbar	N	0
18	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	0
19	Oklahoma State University Career Services 360 Student Union Stillwater, Oklahoma 74078 Phone : 888-678-4473 Email : careers@okstate.edu Pamela Ehlers	N	0
20	Rogers County Training Center Oklahoma Fax : 1-918-341-3081 Chisholm Standlee	N	0
21	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
22	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

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	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
24	The Bridges Foundation 1345 N Lewis Ave Tulsa, Oklahoma 74110 Phone : 918-592-3333 Fax : 1-918-592-3343 Tracy Summers	N	0
25	The Major Group 6128 E 38th St. Ste 307 Tulsa, Oklahoma 74135 Email : majortc@aol.com Career Services	N	0
26	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
27	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
28	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, Oklahoma 74110 Phone : 918-591-5677 Fax : 1-918-732-5303 Ozell Grissom	N	0

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Tulsa Technology Center P.O. Box 477200 Tulsa, Oklahoma Phone : 918-828-5213 Fax : 1-918-828-5009 Susan Ott	N	0
30	University of Tulsa 800 S. Tucker Drive Tulsa, Oklahoma 74104 Phone : 918-631-2550 Email : careerhelp@utulsa.edu Shelly Holley	Y	2
31	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX

EEO PUBLIC FILE REPORT

February 1, 2018 - January 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2018	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 six month period and were lead by our SEU's Senior Vice President of Sales. Topics covered included management skills and advanced sales strategies.	3	Senior VP of Sales Account Executive Account Executive Account Executive
2	2/1/2018	Establishment of training programs for station personnel	During the reporting period, SEU conducted a training program for new hires for the position of Sales Assistant/Receptionist. This program is designed to help those employees to encourage them and train them to transfer to Account Executives if they show promise, talent and desire to enter radio advertising sales. Topics covered are management skills, sales strategies and computer programs to aid them in the sales area. Training is conducted by Senior Vice President of Sales and the General Sales Manager.	4	Senior VP of Sales General Sales Mgr. Sales Assistant/Receptionist Sales Assistant/Receptionist
3	2/1/2018	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.	4	Senior VP of Programming KTBT-FM Program Director KTGX-FM Program Director KTGX-FM on air
4	4/11/2018	Participation in Job Fairs	iHM participated in the University of Tulsa Job Fair on April 11, 2018 from 2:00pm - 5:00pm at the University of Tulsa. Applications and resumes were collected from 150 applicants. Jon Phillips Area President, Laurie Stout SVP of Sales and Cindy Ryan were employees that attended.	3	Area President SVP of Sales Ryan

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	4/19/2018	Participation in Job Fairs	On April 19, 2018 iHeartMedia participated in the Oklahoma Association of Broadcasters Job Fair at the River Spirit Casino from 10:00am to 1:00pm. Three iHeartMedia employees were on hand to collect applications and resumes. Approx. 100 people were contacted.	3	Area President SVP of Sales SVP of Sales
6	4/24/2018	Hosting of Job Fair	iHeartMedia/Tulsa hosted a job fair at the Tulsa Tech campus in Sand Springs, OK. on 4/24/18. From 9:00am to 1:00pm. 26 vendors were on hand to accept resumes and applications. Some of those vendors hired on the spot. Applications and resumes were accepted from over 200 people.	3	Area President SVP of Sales General Sales Mgr.
7	11/13/2018	Participation in events or programs sponsored by educational institutions	On November 13, 2018, Houston Gaither gave a tour of the station facilities for 25 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 provided students with advice on starting a career in the industry.	1	Ass't Program Director