

KBRU, KGHM, KJYO, KTOK, KTST, KXXY-FM
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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	1-6, 8-9, 11-19, 21	19
Metro President - Oklahoma	1-9, 12-16, 20-21	7
Account Executive	1-6, 8-9, 12-16, 20-21	9
Promotions Director	8-10, 12	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 Email : michelle@radioschool.com Fax : 1-405-672-7751 Larry Gable	Y	0
2	American Women in Radio and Television 10321 Ski Drive Oklahoma City, Oklahoma 73162 Phone : 405-823-4993 Email : ellengraham@cox.net 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	1

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8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
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	1
10	Indeed.com - Not Directly Contacted by SEU	N	1
11	LinkedIn - Not directly contacted by SEU	N	1
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	1
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 Email : nab@nab.org Suzanne Strong	N	0

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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
16	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-3655 Email : careers@okstate.edu Pamela Ehlers	Y	0
17	University of Central Oklahoma 100 N. University Dr. Edmond, Oklahoma 73034 Career Services Manual Posting	N	0
18	University of Oklahoma 660 Parrington Oval Norman, Oklahoma 73019 Career Services Manual Posting	N	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	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/24/2022	Participation in Job Fairs	On March 24, 2022, our SEU participated in the Oklahoma Association of Broadcasters' annual student career fair, held at the River Spirit 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 Area President.	2	Area President Senior Vice President of Sales
2	6/30/2022	Participation in events or programs sponsored by educational institutions	On June 30, 2022, our SEU hosted University of Central Oklahoma Media Faculty for a station tour. During the tour, our SEU's Promotions Director and On-Air Talent spoke with the members about the ever-changing broadcasting industry and skills needed to succeed in the broadcasting industry for them to assist their students to compete for jobs.	2	Promotions Director On-Air Talent
3	1/10/2023	Provision of training to management	In January 2023 our SEU's program director took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Program director
4	1/25/2023	Provision of training to management	On January 25, 2023 our SEU's SR Vice President of Sales took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Sr Vice President of sales

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5	1/25/2023	Provision of training to management	On January 25, 2023 our SEU's Sr Vice President of Sales took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Sr Vice President of sales
6	1/25/2023	Provision of training to management	On January 25, 2023 our SEU's Sr Vice President of Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Sr Vice President of sales