

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX
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	1-35	11

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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	American Indian Ed. Training Ctr 4801 N. Classen Blvd. #200 Oklahoma City, Oklahoma 73118 Email : elaine.oliver@uuic.org Elaine Oliver	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	Goodwill Job Connection 2800 Southwest Blvd Tulsa, Oklahoma 74107 Email : jobpostings@goodwilltulsa.org Clarice Floyd	N	0

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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
8	Haskell Indian Nations University 155 Indian Avenue Lawrence, Kansas 66046 Phone : 785-749-8442 Url : wdawes@haskell.edu Email : pgrantorosco@haskell.edu Fax : 1-785-749-8443 Wilma Dawes	N	0
9	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
10	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
11	LinkedIn - Not directly contacted by SEU	N	2
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	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

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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
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
15	National American Journalist Association 3359 36th South Avenue , Oklahoma Phone : 612-729-9244 Fax : 1-612-729-9373 Theresa Lumbar	N	0
16	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Email : careerservices@nsu.edu Autumn Stafford	N	0
17	OAB Job Bank 6520 N. Western Ste. 104 Oklahoma City, Oklahoma 73116 Email : struby@oabok.org Nancy Struby	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 130 North Hall 700 N Greenwood Ave Tulsa, Oklahoma 74106 Email : Maddie.duffy@okstate.edu Madison Duffy	N	0
20	Oklahoma State University Career Services 360 Student Union Stillwater, Oklahoma 74078 Phone : 888-678-4473 Email : careers@okstate.edu Pamela Ehlers	N	0

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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
21	Oklahoma State University-Okmulgee 1801 E 4th Okmulgee, Oklahoma 74447 Email : Mark.allen@okstate.edu Mark Allen	N	0
22	Oral Roberts University 7777 S Lewis Tulsa, Oklahoma Email : kehenderson@oru.edu Kelan Henderson	N	0
23	Rogers County Training Center , Oklahoma Fax : 1-918-341-3081 Chisholm Standlee	N	0
24	Rogers State University 1701 W Will Rogers Blvd Claremore, Oklahoma 74017 Email : hr@rsu.edu Lyndsey Simmons	N	0
25	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
26	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
27	The Bridges Foundation 1345 N Lewis Ave Tulsa, Oklahoma 74110 Phone : 918-592-3333 Fax : 1-918-592-3343 Tracy Summers	N	0

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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
28	Tulsa Hispanic Chamber of Commerce , Oklahoma Phone : 918-664-5326 Url : www.tulsa-hispanic-chamber.com Email : webmaster@tulsachamber.com John Gonzolez	N	0
29	Tulsa Housing Authority HR 415 East Independence Tulsa, Oklahoma 74106 Phone : 918-581-5723 Email : hr@tulsa-housing.org Fax : 1-918-581-5721 Rachella McAnulty	N	0
30	Tulsa Job Corps 1133 North Lewis Avenue Tulsa, Oklahoma 74110 Phone : 918-591-5677 Fax : 1-918-732-5303 Ozell Grissom	N	0
31	Tulsa Technology Center PO Box 477200 Tulsa, Oklahoma 74147 Email : kristal.sack@tulsa-tech.edu Kristal Sack	N	0
32	University of Oklahoma Ellison Hall Rm 234 633 Elm Norman, Oklahoma 73071 Email : ajablonski@ou.edu Adrenne Jablonski	N	0
33	University of Tulsa 800 S. Tucker Drive Tulsa, Oklahoma 74104 Phone : 918-631-2550 Email : canecareers@utulsa.edu Shelly Holley	Y	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	1

KAKC, KIZS, KMOD-FM, KTBT, KTBZ, KTGX**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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
35	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:			3

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

EEO PUBLIC FILE REPORT

February 1, 2022 - January 31, 2023

III. RECRUITMENT INITIATIVES

	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.	1	Area President Sr VP of Sales
2	1/10/2023	Provision of training to management	In January 2023 our SEU's SVP of Programming 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	SVP of programming
3	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
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

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

EEO PUBLIC FILE REPORT

February 1, 2022 - January 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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