

**KBRU, KGHM, KJYO, KTOK, KTST, KXXY-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-16	7
Outside Account Executive	1-16	9

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
10	LinkedIn - Not Directly Contacted by SEU	N	1
11	NAACP 1500 NE 4th St Oklahoma City, Oklahoma 73114 Phone : 405-424-2384 Fax : 1-405-522-4835 Roosevelt Milton	N	0
12	Oklahoma Association of Broadcasters 6520 N Western Ave Oklahoma City, Oklahoma 73116 Phone : 405-848-0771 Url : <a href="http://www.oabok.org">http://www.oabok.org</a> Email : <a href="mailto:sundholm@oabok.org">sundholm@oabok.org</a> Fax : 1-405-848-0772 Susan Sundholm	Y	0
13	Oklahoma State University 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-3655 Email : <a href="mailto:careers@okstate.edu">careers@okstate.edu</a> Pamela Ehlers	Y	0
14	University of Science and Arts of Oklahoma 1727 W Alabama Chickasha, Oklahoma 73018 Phone : 405-574-1326 Email : <a href="mailto:cperry@usao.edu">cperry@usao.edu</a> Catelyn Perry	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	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
16	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/27/2020	Participation in events or programs sponsored by educational institutions	On February 27, 2020, our SEU hosted Oral Roberts University Media Planning for a station tour and presentation. During the presentation, our SEU's Area President spoke with students about the skills needed to succeed in the broadcasting industry and different career opportunities.	1	Area President
2	11/12/2020	Participation in Job Fairs	On November 12, 2020, our SEU participated in a virtual career fair sponsored by T-Mobile. As part of the fair, our SEU's Area President spoke with students about the skills needed to succeed in the broadcasting industry and different career opportunities in broadcasting.	1	Area President
3	12/8/2020	Provision of training to management	On December 8, 2020, one of our OKC managers took the Harassment Prevention training course provided by iHeartMedia Learning Center.	1	program director
4	1/12/2021	Provision of training to management	On January 12, 2021, our SEU's Sales Manager took the Valuing Diversity 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	Sales manager