

**KBRU, KGHM, KJYO, KTOK, KTST, KXXY-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

**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>
Account Executive	1-8, 10-20, 22	20
Account Executive	1-20	18
Account Executive	1-10, 12-19, 22	18
Account Executive	1-8, 10-17, 19, 21-22	11
Account Executive	1-10, 12-17, 19, 22	15

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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

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7	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	1
8	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	0
9	Indeed.com - Not Directly Contacted by SEU	N	3
10	Langston University Career Services PO Box 1255 Langston, Oklahoma 73050 Phone : 405-466-3433 Email : <a href="mailto:lucareerservices@langston.edu">lucareerservices@langston.edu</a> Fax : 1-405-466-6014 Biance Bryant	N	0
11	LinkedIn - Not Directly Contacted by SEU	N	4
12	NAACP 1500 NE 4th St Oklahoma City, Oklahoma 73114 Phone : 405-424-2384 Fax : 1-405-522-4835 Roosevelt Milton	N	0
13	National Alliance of State Broadcasters Oklahoma Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Suzanne Strong Manual Posting	N	0
14	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

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15	Oklahoma City Help Wanted Oklahoma Phone : 800-365-3630 Url : <a href="http://www.regionalhelpwanted.com/oklahomacity">http://www.regionalhelpwanted.com/oklahomacity</a> Jennifer Darby Manual Posting	N	1
16	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
17	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
18	Unknown (source not adequately identified upon inquiry by SEU)	N	3
19	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
20	Word of Mouth Referral Oklahoma Career Services	N	2
21	Word of Mouth Referral	N	1
22	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 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>15</b>

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	<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	2/12/2019	Participation in events or programs sponsored by educational institutions	On February 12, 2019, our SEU's Area President gave a presentation on broadcasting careers and industry trends at the University of Oklahoma Athletics Career Event at the request of the Director of Student-Athlete Experience.	1	Area President
2	3/1/2019	Establishment of a mentoring program	From March 2019 through the end of the reporting period, our SEU's Senior VP of Operations worked with our SEU's Program Director to mentor and cross-train him on the skills needed to have a successful on-air career. The program covered topics such as music selection, promotions, imaging, working the sales, and promotions. The program included bi-weekly meetings, reading assignments, mentor/mentee "shadow" days, and presentations focused on maximizing the mentee's career development potential and leadership philosophy.	2	DJ Sr VP of Operations
3	4/2/2019	Participation in events or programs sponsored by educational institutions	On April 2, 2019, our SEU hosted University of Central Oklahoma Media Students for a station tour. During the tour, our SEU's on-air talent and Senior Vice President of Programming spoke with students about the skills needed to succeed in the broadcasting industry and different career opportunities.	3	Senior Vice President of Programming On-Air Personality On-Air Personality
4	4/4/2019	Participation in Job Fairs	On April 4, 2019, our SEU participated in the Oklahoma Association of Broadcasters' annual student career fair, held at the Skirvin Hotel in Oklahoma City, 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