

EEO Public File Report

Employment Unit Covered:

KLBC-FM, KBBC-FM, KSEO-AM/FM

REPORTING PERIOD:

February 1st, 2019-January 31, 2020

I. VACANCY LIST

Full time vacancies filled during 'Reporting Period', and 'Recruitment/Referral Sources' used to seek candidates for any vacancies

Job Title	Date Filled	Hire Source	Recruitment Source
Traffic Director	01/17/20	Internal Promotion	See Recruitment List

II. MASTER RECRUITMENT SOURCE LIST

Recruitment Source	Number of Referrals
All Access	4
Station Sites	0
Employee Referral	1
Internal Candidate	1
Oklahoma Workforce Commission	0

III. RECRUITMENT INITIATIVE

Type of Initiative	Brief Description of Initiative
Participation in events or programs sponsored by educational institutions	Leadership Durant class toured the MCB stations during morning drive shows, learning how a show is cast and produced. The class learned how to create and produce commercials as well as liners. Class members, and representatives of the Durant Chamber attended the tour. 5/16/19
Scholarship Program	MCB established a scholarship opportunity for students at Durant HS in 2015. The MCB General Manager, along with officials from DHS, look at applications, and select a recipient whose desire is to enter the field of journalism and/or broadcasting. The scholarship is for \$500, and is given out each May, prior to graduation, at the scholarship awards ceremony at Durant HS.
Internship Program	MCB offers an internship for college students from the area, including, but not limited to, Southeastern Oklahoma State University. Duties include producing commercials, assisting with promotions, filing, and learning how to run a studio audio board. Intern Spring 2019.
Participation in events or programs sponsored by educational institutions	MCB representative teaches an audio production class in both the Spring '19 & Fall '20 semesters at SOSU. At the end of each semester, the class comes to the studios of MCB for in-studio lessons.
Participation in events or programs sponsored by educational institutions	MCB representative hosted and coached 8 th grade students from across Bryan County in the "It Starts Now" annual campaign to help students start focusing on their futures. The Oklahoma Workforce Commission sponsored the event January 9 th , 2020.