

EEO Public File Report

Employment Unit Covered:

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

REPORTING PERIOD:

February 1st, 2020-January 31, 2021

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
Audio Visual Tech	07/29/20	Friend Referral	See Recruitment List
Audio Visual Tech	12/14/20	Employee Referral	See Recruitment List

II. MASTER RECRUITMENT SOURCE LIST

Recruitment Source for job filled 7/29/20	Number of Referrals
All Access	2
Station Sites	0
Friend Referral	1
Employee Referral	0
Internal Candidate	0
Oklahoma Workforce Commission	0
Grayson College Job Board	0
Denison Chamber of Commerce Job Board	1
Durant Chamber of Commerce Job Board	0

Recruitment Source for job filled 12/14/20	Number of Referrals
All Access	2
Station Sites	0
Friend Referral	0
Employee Referral	1
Internal Candidate	0
Oklahoma Workforce Commission	0
Grayson College Job Board	0
Denison Chamber of Commerce Job Board	1
Durant Chamber of Commerce Job Board	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. 6/26/20. This was a reschedule date due to Covid-19 shutdown earlier in the year.
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.
Participation in events or programs sponsored by educational institutions	MCB representative teaches an audio production class in both the Spring '20 & Fall '21 semesters at Southeastern Oklahoma State University. At the end of each semester, the class comes to the studios of MCB for in-studio lessons. *Studio tours cancelled due to Covid-19 protocols.
Participation in events or programs for Human Resources	MCB did a live broadcast during the Choctaw Nation Job Fair May 28 th , 2020. Two hours.
Participation in events or programs sponsored by educational institutions	MCB representative is a board member for Bryan County Kiwanis. Helped in selecting and honoring chosen high school seniors as "Senior of the Month", for academic and extra-curricular excellence.
Participation in events or programs sponsored by educational institutions	MCB representative on Kiwanis board of directors and sponsors Durant HS Key Club, which encourages community service and leadership skills for high school students.
Participation in events or programs regarding Covid-19	Durant Emergency Management Director, Kenneth Eppler, joined the morning shows on January 5 th to discuss the first vaccination event upcoming, and the protocols in place.
Participation in events or programs regarding Covid-19	MCB news anchor has done daily stories pertinent to Durant, Bryan County, Southeastern Oklahoma, and North Texas.
Participation in events or programs regarding public safety	MCB joined forces with the Durant Police and Fire Departments for public safety messages during the 2020 holiday season.
Participation in events or programs regarding Covid-19	MCB joined forces with Michelle McGuire of the Oklahoma Blood Institute encouraging donations, due to the shortage of blood caused by Covid-19, and the blood drives May 6 th and 7 th .
Participation in events or programs regarding Covid-19	MCB morning shows met with Kevin Dale of the US Farm Service Agency about available programs and meetings in June.