

KJYO(FM)/KBRU(FM)/KTOK(AM)/KXXY-FM/KTST(FM)/KGHM(AM)
EEO PUBLIC FILE REPORT
February 1, 2012 – January 31, 2013

I. VACANCY LIST

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

	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
1	Account Executive	1-14, 16-20, 22-25	9
2	Account Executive	1-14, 16-20, 22-25	12
3	Account Executive	1-14, 16-20, 22-25	12
4	Receptionist	1-13, 16-20, 22-25	10
5	Sales Assistant	1-13, 16-20, 22-25	10
6	Digital Program Director	1-13, 16-20, 22-25	17
7	Account Executive	1-13, 16-20, 22-25	12
8	Account Executive	1-13, 16-20, 22-25	16
9	Account Executive	1-13, 16-20, 22-25	9
10	Director of Marketing Promotions	1-13, 16-20, 22-25	19
11	Sales Assistant	1-13, 16-20, 22-25	10
12	Account Executive	1-13, 16-20, 22-25	10
13	Account Executive	1-13, 16-20, 22-25	16
14	News and Agriculture Reporter	1-13, 16-20, 22-25	9
15	Program Director	1-13, 16-20, 22-25	17

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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	American Women in Radio and Television Ms. Ellen Graham 10321 Ski Drive Oklahoma City, OK 73162 Phone: 405-823-4993 Fax# 405-603-6815	N	0
2	Community Action Agency Mr. James Sconzo 1900 N.W. 10 th Oklahoma City, Ok. 73106 405/232-0199 execdir@caaofokc.org	Y	0
3	Oklahoma Association of Broadcasters Ms. Nancy Struby 6520 N. Western Oklahoma City, Ok. 73116 405/848-0771 http://www.oabok.org	Y	2
4	NAACP Mr. Roosevelt Milton 1500 N.E. 4 th Oklahoma City, Ok. 73114 405/424-2384	N	0
5	Urban League of Greater Oklahoma City Ms. Lonnetta Smith 3017 N. Martin Luther King Oklahoma City, Ok. 73111 405/424-5243 lonnettas@urbanleagueok.org	Y	0
6	Langston University Career Services Mr. James Wallace P.O. Box 1255 Langston, Ok. 73050 405/466-2976 jawallace@lunet.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bureau of Indian Affairs Ms. Joy Martin 4149 Highline Blvd. # 380 Oklahoma City, Ok. 73108 405/605-6051	N	0
8	American Broadcasting School Mr. Larry Gable 4511 S.E. 29 th Oklahoma City, Ok. 73115 405/672-6511	Y	1
9	Clear Channel Careers Website http://clearcareers.com	N	4
10	Oklahoma City Help Wanted http://oklahomacityhelpwanted.com	N	12
11	National Alliance of State Broadcasters Associations http://www.careerpage.org	N	0
12	SEU Websites (all SEU stations) Clear Channel Oklahoma City Ms. Janette Elliott P.O. Box 1000 Oklahoma City, Ok. 73101 405/840-5271 janetteelliott@clearchannel.com	N	16
13	Citizen Potawatomi Nation Ms. Lynn Heath 1601 S. Gordon Cooper Drive Shawnee, Ok. 74801 405/275-5269 rlheath@potawatomi.org	Y	0
14	<i>Intentionally omitted</i>	N/A	N/A
15	<i>Intentionally omitted</i>	N/A	N/A
16	Walk-In/Self-Referral	N	14
17	Word-of-Mouth Referral	N	14
18	SEU Career Fair (see Sec. III)	N	0
19	Internal Transfer/Promotion	N	1
20	Ohio/Illinois Centers for Broadcasting Gary James 9000 Sweet Valley Drive Valley View, OH 44125 gary@beonair.com	Y	0
21	<i>Intentionally Omitted</i>	N/A	N/A

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Catholic Charities Vietnamese Refugee Resettlement Attn: Yvonne To 1501 N. Classen Blvd Oklahoma City, OK 73106 405/523-3002 cathchar@catholiccharitiesok.org	Y	0
23	University of Science and Arts of Oklahoma Ms. Erinn Guzik 1727 W. Alabama Chickasha, OK 73018 erinnguzik@usao.edu 405/574-1326	Y	0
24	Cameron University Career Placement Services Sheri LaSorsa 2800 W. Gore Blvd. Lawton, OK 73505 580-581-2564 slasorsa@cameron.edu	Y	0
25	Oklahoma State University Career Services Dr. Pamela Ehlers 360 Student Union Stillwater, OK 74078 careers@okstate.edu	Y	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			65

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	<p>On March 8, 2012 our SEU participated in a career fair sponsored by the Oklahoma Association of Broadcasters at the Oklahoma History Center. During this event, SEU representatives had an opportunity to talk with attendees about careers in radio broadcasting as well as job openings and internships within the SEU. SEU participants included our Operations Director and Local Sales Manager, both of whom are hiring managers.</p>
2	Internship Program (3)	<p>This SEU regularly hosts student interns to provide those interested with the unique opportunity to learn about radio broadcasting from within. During this reporting period, we hosted eight (8) interns as follows:</p> <p>During the 1st quarter, 2012, our SEU hosted two (2) students: one from Southern Nazarene University who worked closely with our News Director in the News Department; and one from the Oklahoma Baptist University who worked directly with one of our Local Sales Managers in the Sales Department.</p> <p>During the 2nd quarter, 2012, our SEU hosted four (4) students: one from the University of Central Oklahoma who worked closely with the KJYO-FM Music Director in the Programming Department; one from the University of Oklahoma who worked directly with the Digital Sales Manager in the Sales Department; one from Oklahoma State University who worked with the Digital Program Director in the Digital Production Department; and one from the University of Central Oklahoma who worked closely with the National Production Assistant in the Audio Production Department.</p> <p>During the 3rd quarter, 2012, our SEU hosted two (2) students: one from the University of Central Oklahoma who worked directly with the KJYO-FM Music Director in the Programming Department; and one from the University of Central Oklahoma who worked closely with the Digital Sales Manager in the Sales Department.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	For one week in April of 2012, our SEU hosted and trained a gentleman participating in the Professional Exchange Program for Bangladeshi Young Entrepreneurs through the University of Oklahoma. He spent considerable time with Clear Channel-Oklahoma City managers from all departments to learn not only about the many aspects of the radio business but also about the processes and techniques used by our SEU.