

**KCRC-AM, KNID-FM, KHRK-FM, KWOFF-FM, & KXLS-FM
KWFF-FM, KZLS-AM, & KQOB-FM**

EEO Public File Report

February 1, 2023 – January 31, 2024

I. VACANCY LIST

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

RS#	Job Title	Recruitment Sources (“RS”) Used to fill Vacancy	RS Referring Hiree
1	News Director	9, 21, 30, 33, 34, 35	30
2	Sports Director	21, 23, 33, 34, 35	23
3	Account Executive	28, 29, 30, 31, 34	31
4	Account Executive	2, 31, 33, 34, 37	34
5	Account Executive	2, 31, 33, 34, 37	34
6	Account Executive	26	26
7	General Manager	24	24

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II. Master Recruitment List

RS#	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School Job Placement Dept. 4511 SE 29th Street Oklahoma City, OK 73115 (405) 672-6511	No	0
2	Autry Technology Center Student Development 1201 W. Willow Rd Enid, Ok 73703 (580) 242-2750	No	0
3	Langston University Student Employment 226 Page Hall Langston, OK 73050 (405) 466-3281	No	0
4	High Plains Technology Center Career Services 3921 34th Street Woodward, OK 73801 (580-256-6618	No	0
5	Northern Oklahoma College Communications PO Box 310 Tonkawa, OK 74653 (580) 628-6446	No	0
6	Northwest Technology Center Career Services 1801 S 11th Alva, OK 73717 (580) 327-0344	No	0

7	Northwestern Oklahoma State University Mass Communications 709 Oklahoma Blvd. Alva, OK 73717 (580) 327-8606	No	0
8	Office of Disability Concerns Disability Programs 2712 Villa Prom Oklahoma City, OK 73107-2423 (405) 521-3756	No	0
9	Oklahoma Association of Broadcasters 6520 N. Western Oklahoma City, OK 73116 (405) 848-0771	No	0
10	Oklahoma Christian University Career Services PO Box 11000 Oklahoma City, OK 73136 (405) 425-5960	No	0
11	Oklahoma City Community College Communications 7777 S. May Avenue Oklahoma City, OK 73159 (405) 982-1611	No	0
12	Oklahoma City University Career Services 2501 N. Blackwelder Oklahoma City, OK 73016 (405) 208-5171	No	0
13	Oklahoma State University Communications 206 Paul Miller Building Stillwater, OK 74078 (405) 744-8282	No	0
14	Oklahoma State University-OKC Student Employment 900 N. Portland Oklahoma City, OK 73107 (405) 945-8680	No	0

15	Southern Nazarene University Career Placement 6729 NW 39 th Expressway Bethany, OK 73008 (405) 491-6684	No	0
16	University of Central OK Career Services 100 University Blvd. Edmond, OK 73034 (405) 974-3346	No	0
17	University of Oklahoma Career Services 900 Asp Ave. Suite 323 Norman, OK 73019 (405) 325-1974	No	0
18	University of Tulsa Career Services 600 S. College Tulsa, OK 74104 (918) 631-2549	No	0
19	Rose State College Career Services 6420 SE 16 th Street Midwest City, OK 73110 (405) 733-7673	No	0
20	Enid News & Eagle Classified Job Search 227 W. Broadway Enid, OK 73703 (580) 233-6600	No	0
21	Sportscasters Talent Agency of America Jon Chelesnik (949) 648-7822	No	6
22	Former Employees/Return to Work	No	0
23	Internal Transfer/Promotion	No	0
24	Word of Mouth/Referral	No	1
25	Station Websites	No	0
26	Walk-In/Self-Referral	No	1
27	On Air Spot Announcements	No	0
28	Facebook.com	No	3

29	Monster.com	No	4
30	Linkedin.com	No	2
31	ZipRecruiter.com	No	5
32	EnidBuzz.com	No	0
33	Handshake.com	No	0
34	Indeed.com	No	15
35	Allaccess.com	No	6
36	InsideRadio.com	No	0
37	Grow Enid	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			43

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III. Recruitment Initiatives

Type of Recruitment Initiative		Brief Description of Activity
1	Personnel Training	
		(The Licensee) provides regular training to its employees based on the job description of employee. Account Executives receive sales training. Board Operators, as well as Programming Directors, will both meet with the Chief Engineer to discuss technical operations and proper programming for on-air operations and upcoming Live Events. These ongoing efforts provide employees with the opportunity to develop their skills. Regular full-staffing meetings are also held to acquaint both the programming and sales with what is going on in each department of the station.
2	Event Participation	
		(The Licensee) Set up a booth and broadcast live during the Oklahoma State Fair at the Oklahoma City Fairgrounds. September 12-22 nd , 2023. The thousands of people that attended during these days were able to stop by and talk with employees about radio and opportunities in broadcasting.

		<p>(The licensee) set up and staffed a booth, as well as broadcasted live, during the Licensee's Annual Farm Show that was held January 12th and 13th where several thousand people attended. The booth was manned during the entire show by station employees who were available to talk to show attendees about our radio group and opportunities in broadcasting.</p>
		<p>(The Licensee) participated in several one-day events as requested by area organizations, to participate in publicizing their events. Some of these events include the Edmond Liberty Fest, Mustang's Western Days, the Oklahoma Opry "Brick by Brick Foundation" Capital Campaign, Pottawattamie County Emergency Responder's "Touch a Truck" Competition, and the Oklahoma City Fire Department's "Project Life" Run and Walk. At these events, station personnel participated in the events as well as setting up a tent to visit with the attendees about our radio group and opportunities in broadcasting.</p>
		<p>(The Licensee) Station Programming Director is annually involved in the Children's Miracle Network Telethon. As a part of that event, (the licensee) sets up and broadcasts from a local Dairy Queen on March 20th, the Annual Miracle Network Fundraising Day.</p>

3	Station Tours	(The Licensee) opens its doors to the public. In 2023, this included hosting four different tours to groups of middle school and high school Homeschool student classes in their Career Exploration section of classwork. Station staff were available to discuss with the students the opportunities and future career possibilities in broadcasting.
4	Advisory Committee	(The Licensee) Station's Operation Manager serves as a charter member of the Northern Oklahoma College Mass Communications Advisory Committee. This consists of a select group of area broadcasters and newspaper print operators that were put together to help advise the college on course of study and technological advances in the field to best prepare students for employment after graduation. The Advisory Committee held their annual meeting virtually by Zoom on October 24, 2023.