[KOFM/KGWA]

EEO PUBLIC FILE REPORT

February 1, 2019 to January 31, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Manager	LinkedIn, Small Market Radio Newsletter, Mediarecruiter.com, OAB, Inside Radio Classifieds, Indeed, On air ads, company website 17, 18, 19, 20, 23, 28, 31	LinkedIn
Account Executive	Indeed, On air ads, company website 17, 18, 19, 20, 23	Indeed
On Air Personality	Not advertised	Word of Mouth
Marketing Manager	Not advertised	Transfer from sister company

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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	AARP 6539 East 31st Street. Ste 6 Tulsa, OK 74145 sctulsaok@aol.com	N	0
2	American Broadcasting School 2843 East 51st Street Tulsa, OK 74105 chad@radioschool.com	N	0
3	Alva Review Courier Alva Oklahoma	N	0
4	American Indian Ed. Training & Emp Ctr 4801 North Classen Blvd. Ste200 Oklahoma City, OK 73118 lee.sharp@uuic.org	N	0
5	Cheyenne and Arapaho Tribes PO Box 67 Concho, OK 73022	N	0
6	The Black Chronicle P.O. Box 17498 1528 N.E. 23 rd Street Oklahoma City, OK 73136	Y	0
7	Booker T. Washington Community Center 800 South 5 th Street Enid, OK 73701	Y	0
8	Commanche Nation PO Box 908 Lawton, OK 73502	N	0
9	University of Central Oklahoma Career Services 100 N. University Drive Edmond, OK 73034 (405) 974.3346	Y	0
10	John Brown University 2000 West University Street Siloam Springs, AR 72761 dnoyes@jbu.edu	Y	0
11	Carver Education Center 815 South 5 th Street Enid, OK 73701	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	Comprehensive Community Rehab Svcs 7146 South Bradeen Ave. Ste 500 Tulsa, OK 74136 ccrsvoc@aol.com	N	0
13	Daily Oklahoman Newspaper www.oklahoman.net	N	0
14	Department of Human Services 444 South Houston Tulsa, OK 74127 Sharon.reed@okdhs.org	Y	0
15	Enid Chamber of Commerce 210 Kenwood Blvd Enid, OK 73701	N	0
16	Enid NAACP local chapter 2716 E. Cherokee Enid, OK 73701	Y	0
17	Indeed.com	N	0
18	KOFM/KGWA 1710 West Willow Enid, OK 37303	N	0
19	Walk-In		0
20	Word Of Mouth	N	0
21	Transfer	N	0
22	Internal Promotion	N	0
23	On air commercial	N	0
24	Re-hire (former employee	N	0
25	Langston University P.O. Box 97 Langston, OK 73050-0907	Y	0
26	Muscogee Creek Nation PO Box 580 Okmulgee, OK 74447 dminnick@muscogeenation-nsn.gov	N	0
27	NWOSU, Enid Campus		
28	OAB Job Bank 6520 N. Western, Ste 104 Oklahoma City, OK 73116 struby@oabok.org		0
29	Southern Height Community Organization 459 East State Enid, OK 73701	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
30	TPI Staffing 320 West Maple Enid, OK 73701	N	0
31	Inside Radio online	N	0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Job Banks / Internet Programs	Job openings in 2019 were posted on the OAB Job Bank (oabok.org), which disseminates job opportunity information to over 40 organizations that target women, minorities, and those interested in careers in Broadcasting.
2	Participate in Events Related to Career Opportunities in Broadcasting	Throughout 2019, Alan Clepper promoted Broadcasting through on air visits with local community members, FFA groups and other organizations looking to partner with our radio stations.
3		