

**KATT-FM, KYIS(FM), KKWD(FM), WWLS-FM,
KQOB-FM, WKY(AM), KWPN(AM) KINB(FM)¹**

**EEO PUBLIC FILE REPORT
February 1, 2013-January 31, 2014**

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
Account Executive	1-10, 12	12
IT Tech	1-12	4

¹ This SEU is party to a local marketing agreement with Station KQOB(FM), Enid, OK (Fac. ID 10857) in the Oklahoma City market. On June 12, 2007, the assignment of license of KINB(FM), Kingfisher, OK (Fac. ID88376) from Citadel Broadcasting Company to Last Bastion Trust, LLC, as Trustee was completed (see FCC File No. BALH-20060228ALO.) Pursuant to a Facilities & Services Agreement between the parties---which has since been assigned to Cumulus-- KINB(FM) continues to share employees with this SEU. As a result, certain recruitment activity related to KINB(FM) is reflected herein.

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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 Marketing Association Job Board OKC Chapter www.amaokc.org	NO	0
2	University of Central Oklahoma 100 North University Drive Edmond, OK 73034 Attn: Career Services www.hirebronchos.com	NO	1
3	University of Oklahoma 660 Parrington Oval, Norman, OK 73019 Attn: Career Center www.ou.edu/career	NO	1
4	Station Websites: www.katt.com ; www.969bobfm.com ; www.wild1049hd.com ; www.laindomable.com ; www.thesportsanimal.com ; www.kyis.com	NO	18
5	Oklahoma State University Stillwater, OK 74078 Attn: Career Services www.hireosugrads.com	NO	0
6	Oklahoma City Advertising Club www.okcadclub.com	NO	2
7	Alliance of Emerging Professionals- OKC Chapter P.O. Box 18 Oklahoma City, OK 73101 www.aepokc.com	NO	0
8	Oklahoma City University 2501 N. Blackwelder Oklahoma City, OK 73106 Attn: Career Services www.okcu.edu/careers	NO	0
9	www.craigslist.com	NO	19

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Oklahoma Association of Broadcasters 6520 N. Western, Ste 104 Oklahoma City, OK 73116 www.OABOK.org	NO	4
11	www.allaccess.com	NO	0
12	Word-of-Mouth/Referral	NO	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>Each year the SEU offers internships throughout its various departments. The SEU works with surrounding colleges by notifying them of available internships and in turn, the colleges post flyers in their career centers. Most interns selected for the program are finishing their junior or senior year in any of the area's six colleges and universities. Students must normally be majoring in Broadcasting or Communications to be considered for the program. Interns typically receive college credit for their internship hours. EU personnel are responsible for overseeing the interns and evaluating their progress. All interns receive training and exposure to the skills necessary for beginning a career in the broadcast industry. During this reporting period, seven interns participated in the program.</p> <p>January-May 2013 A Junior Majoring in Public Relations from the University of Oklahoma completed an internship in programing. Duties included control board operator for all stations, learning to book guests for shows, and using production equipment to put together promos for various shows. The Program Director for WWLS was the supervisor for the internship.</p> <p>January-May 2013 A Senior Majoring in Broadcast Journalism from the Oklahoma City Community College completed an internship in programing. Duties included control board operator for all stations, learning to book guests</p>

for shows, and using production equipment to put together promos for various shows. The Program Director for WWLS was the supervisor for the internship.

January-May 2013 A Senior Majoring in Broadcast Journalism from the Oklahoma City Community College completed an internship in programing. Duties included control board operator for all stations, learning to book guests for shows, and using production equipment to put together promos for various shows. The Program Director for WWLS was the supervisor for the internship.

May-August 2013 A Senior Majoring in Broadcast Journalism from the Oklahoma City Community College completed an internship in programing. Duties included control board operator for all stations, learning to book guests for shows, and using production equipment to put together promos for various shows. The Program Director for WWLS was the supervisor for the internship.

August- December 2013 A Junior Majoring in Public Relations from the University of Oklahoma completed an internship in programing. Duties included control board operator for all stations, learning to book guests for shows, and using production equipment to put together promos for various shows. The Program Director for WWLS was the supervisor for the internship.

August-December 2013 A Senior Majoring in Public Relations from the University of Central Oklahoma completed an internship in programing. Duties included control board operator for all stations, learning to book guests for shows, and using production equipment to

		<p>put together promos for various shows. The Program Director for WWLS was the supervisor for the internship.</p> <p>August- December 2013 A Freshman Majoring in Public Relations from the University of Oklahoma completed an internship in programing. Duties included control board operator for all stations, learning to book guests for shows, and using production equipment to put together promos for various shows. The Program Director for WWLS was the supervisor for the internship.</p>
2	Participate in events sponsored by or on behalf of educational institutions relating to careers in broadcasting	<p>On September 3, 2013 – The SEU hosted an open house for the communications class from Northern Oklahoma College. The students had the opportunity to talk to SEU air staff about the various aspects of their job. The group also observed SEU personnel performing an air shift and received a tour of the facility.</p> <p>On September 24, 2013 – The SEU hosted an open house for the mass communications class from Oklahoma City Community College. The students had the opportunity to talk to SEU air staff about the various aspects of their job. The group also observed SEU personnel performing an air shift and received a tour of the facility.</p> <p>On October 23, 2013 – The SEU hosted an open house for the communications class from The Academy of Contemporary Music at The University of Central Oklahoma. The students had the opportunity to talk to SEU air staff about the various aspects of their job. The group also observed EU personnel performing an air shift and received a tour of the facility.</p>
3	Co-Host Job Fairs	<p>On February 27th 2013, the SEU co-hosted a job fair at Oklahoma City Community College. Both, students and community members were able to talk to and interact with Sales</p>

		<p>Management, Programming Management and On Air staff regarding the duties performed within their respective job descriptions. The SEU distributed information about career opportunities in the broadcast industry and accepted applications for part-time vacancies in its programming department. Non-Programming applications were also accepted from attendees and were distributed to applicable SEU department managers for consideration for future vacancies.</p> <p>On October 2nd 2013, the SEU co-hosted a job fair at Oklahoma City Community College. Both, students and community members were able to talk to and interact with Sales Professionals regarding the duties associated with their job descriptions. The SEU distributed information about career opportunities in the broadcast industry and accepted applications for part-time vacancies in its programming department. Non-Programming applications were also accepted from attendees and were distributed to applicable SEU department managers for consideration for future vacancies.</p>
4	Participate in events sponsored by educational institutions relating to careers in broadcasting	<p>The SEU was invited to participate in the guest lecture series at the University of Central Oklahoma. On August 6, 2013, the WWLS Program Director spoke to approximately 25 Mass Communications/Programming students. Topics included FCC rules and regulations, Programming philosophies, Sales tactics, Promotional success stories, and Engineering. A Q&A session was held with students at the end of the lecture. The WWLS Program Director also answered specific questions regarding internship opportunities at the SEU.</p>