

**KATT-FM, KYIS(FM), KKWD(FM), WWLS-FM,
WKY(AM) and KWPN(AM)¹
EEO PUBLIC FILE REPORT
February 1, 2020-January 31, 2021**

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
Sales/Programming Assistant	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 18	18 ²

¹ The licensee of this SEU is a party to a local marketing agreement with the licensee of station KQOB(FM), Enid, Oklahoma (Facility ID 10857), which also operates in the Oklahoma City market.

² This position was eliminated in early summer due to the Coronavirus. As soon as the Market learned that this position could be reinstated it, out of an abundance of caution, conducted full recruitment. The Market also reached out to the former employee, and was pleased to learn that the individual who held the position previously was eager to return. As a result, the former employee was re-hired.

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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	University of Central Oklahoma 100 North University Drive Edmond, OK 73034 Attn: Career Services www.hirebronchos.com	NO	0
2	University of Oklahoma 660 Parrington Oval, Norman, OK 73019 Attn: Career Center www.ou.edu/career	NO	0
3	Station Website Postings (<i>one or more SEU stations</i>) www.katt.com ; www.alice969.com ; www.wild1049hd.com ; www.wky930am.com ; www.thesportsanimal.com ; www.989kissfm.com	NO	0
4	Oklahoma State University Stillwater, OK 74078 Attn: Career Services www.hireosugrads.com	NO	0
5	Oklahoma City University 2501 N. Blackwelder Oklahoma City, OK 73106 Attn: Career Services www.okcu.edu/careers	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Langston University 701 Sammy Davis Jr Dr Langston, OK 73050 Attn: Career Services www.langston.edu	NO	0
7	Oklahoma Association of Broadcasters 6520 N. Western, Ste. 104 Oklahoma City, OK 73116 www.OABOK.org	NO	0
8	Cumulus Job Board www.Cumulusmedia.jobs.net	NO	0
9	Jobisjob.com www.jobisjob.com	NO	0
10	Glass Door www.glassdoor.com	NO	0
11	Career Builder www.careerbuilder.com	NO	0
12	Adzuna www.adzuna.com	NO	0
13	Oodle www.jobs.oodle.com	NO	0
14	Trovit job.trovit.com	NO	0
15	Zip Recruiter www.ziprecruiter.com	NO	0
16	Word-of-Mouth/Referral	NO	0
17	Internal Promotion	NO	0
18	Former Employee (re-hire)	NO	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Participate in event sponsored by educational institution relating to careers in broadcasting	Our SEU was invited to participate in a virtual guest lecture series at the University of Central Oklahoma. On October 06, 2020, our KYIS Program Director spoke to Mass Communications/Programming students via a virtual conference. Topics included FCC rules and regulations, programming philosophies, sales tactics, promotional success stories, and engineering, including how the SEU was broadcasting from home during a pandemic. A Q&A session was held with students at the end of the lecture. The KYIS Program Director also answered specific questions regarding future internship and job opportunities at the SEU.
3	Internship Program	<p>Each year our SEU offers internship opportunities with its various departments. Our SEU works with area colleges, notifying them of available internships and, in turn, the colleges post flyers in their career centers. Many of the student interns selected for our Program are finishing their junior or senior year in an area college or university and are majoring in Broadcasting or Communications. Interns receive college credit for their internship hours. SEU 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.</p> <p>During this reporting period, due to the COVID-19 pandemic, our SEU was not able to host any student interns.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in events sponsored by or on behalf of educational institutions relating to careers in broadcasting	Typically our SEU hosts an open house for the communications classes from area colleges throughout the year, however, due to the COVID-19 pandemic, our company and state health protocols would not make this possible during this reporting period.
5	Participate in Job Fair (2)	<p>Our SEU was scheduled to participate in two job fairs in Spring 2020—one sponsored by Rose State College for graduating college students, and the second sponsored by the Oklahoma Association of Broadcasters for college students attending its annual convention.</p> <p>Both of these events were first postponed, then cancelled due to the COVID-19 pandemic.</p>