

**KJYO(FM), KHBZ-FM, KTOK(AM), KXXY-FM, KTST(FM), KEBC(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2008 – January 31, 2009<sup>1</sup>**

**I. VACANCY LIST**

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

|   | <b>Job Title</b>            | <b>Recruitment Sources (RS) Used to Fill Vacancy</b> | <b>RS Referring Hiree</b> |
|---|-----------------------------|--|---------------------------|
| 1 | Account Executive II        | 1-14, 16-24  | 9                         |
| 2 | Account Executive III       | 1-14, 16-24  | 17                        |
| 3 | Traffic Manager             | 1-14, 16-24  | 17                        |
| 4 | Account Executive I         | 1-14, 16-25  | 17                        |
| 5 | Sales Assistant             | 1-14, 16-20, 22-26                                   | 26                        |
| 6 | Online Account Executive I  | 1-14, 16-25  | 18                        |
| 7 | Online Account Executive II | 1-14, 16-25  | 18                        |
| 8 | Receptionist                | 1-14, 16-25  | 10                        |
| 9 | Networks Anchor/Reporter    | 1-14, 16-25  | 17                        |

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<sup>1</sup> This report was revised in September 2009 to correct reporting errors.

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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 3-month period |
|-----------|---|---|--|
| 1         | <b>American Women in Radio and Television</b><br>Ms. Ellen Graham<br>10321 Ski Drive<br>Oklahoma City, OK 73162<br>Phone: 405-823-4993<br>Fax# 405-603-6815   | N   | 0  |
| 2         | <b>Community Action Agency</b><br>Ms. Nancy Mallory<br>1900 N.W. 10 <sup>th</sup><br>Oklahoma City, Ok. 73106<br>execdir@caaofokc.org<br>405-232-0199   | Y   | 0  |
| 3         | <b>Oklahoma Association of Broadcasters (OAB)</b> ( <i>job postings available at OAB office and through online OAB Job Bank</i> )<br>Ms. Nancy Struby<br>6520 N. Western<br>Oklahoma City, Ok. 73116<br>struby@oabok.org<br><a href="http://www.oabok.org/">http://www.oabok.org/</a><br>405-848-0771 | Y   | 1  |
| 4         | <b>NAACP</b><br>Mr. Roosevelt Milton<br>1500 N.E. 4 <sup>th</sup><br>Oklahoma City, Ok. 73114<br>405-424-2384   | N   | 0  |
| 5         | <b>Urban League of Greater Oklahoma City</b><br>Ms. Lonnetta Smith<br>3017 N. Martin Luther King<br>Oklahoma City, Ok. 73111<br>lonnettas@urbanleagueok.org<br>405-424-5243   | Y   | 0  |
| 6         | <b>Langston University Career Services</b><br>Mr. James Wallace<br>P.O. Box 1255<br>Langston, Ok. 73050<br>405-466-3462   | N   | 0  |

| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over 3-month period |
|-----------|--|---|--|
| 7         | <b>Bureau of Indian Affairs</b><br>Ms. Joy Martin<br>4149 Highline Blvd. # 380<br>Oklahoma City, Ok. 73108<br>405-605-6051   | N   | 0  |
| 8         | <b>American Broadcasting School</b><br>Mr. Larry Gable<br>4511 S.E. 29 <sup>th</sup><br>Oklahoma City, Ok. 73115<br>405-672-6511   | Y   | 0  |
| 9         | <b>Clear Careers Website</b><br><a href="http://clearcareers.com">http://clearcareers.com</a>  | N   | 15   |
| 10        | <b>Oklahoma City Help Wanted</b><br><a href="http://oklahomacityhelpwanted.com/">http://oklahomacityhelpwanted.com/</a>  | N   | 14   |
| 11        | <b>National Alliance of State Broadcasters Associations</b><br><a href="http://www.careerpage.org/">http://www.careerpage.org/</a>   | N   | 1  |
| 12        | <b>Station Websites (all SEU stations)</b><br>Clear Channel Oklahoma City<br>Ms. Janette Elliott<br>P.O. Box 1000<br>Oklahoma City, Ok. 73101<br>janetteElliott@clearchannel.com<br>405-840-5271 | N   | 4  |
| 13        | <b>Citizen Potawatomi Nation</b><br>Ms. Lynn Heath<br>1601 S. Gordon Cooper Drive<br>Shawnee, Ok. 74801<br>LWALDROUPE@Potawatomi.org<br>405-275-5269   | Y   | 0  |
| 14        | <b>National Association of Hispanic Journalists</b><br>Ms. Leticia Salazar<br>100 National Press Building<br>nahj@nahj.org<br>Washington D.C. 20045  | Y   | 0  |
| 15        | <i>[Intentionally omitted]</i>   | N   | 0  |
| 16        | <b>Walk-In/Self-Referral</b>   | N   | 5  |
| 17        | <b>Employee Referral</b>   | N   | 16   |
| 18        | <b>Career Fair (see Sec. III)</b>  | N   | 3  |
| 19        | <b>Internal Posting</b>  | N   | 1  |
| 20        | <b>Ohio/Illinois Centers for Broadcasting</b><br>Gary James<br>9000 Sweet Valley Drive<br>Valley View, OH 44125<br>gary@beonair.com  | Y   | 0  |

| RS Number                                      | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over 3-month period |
|--|--|---|--|
| 21   | <b>National Association of Broadcasters Education Foundation</b><br>1771 N Street, NW<br>Washington, DC 20036<br><a href="http://www.nab.org">http://www.nab.org</a><br>202-429-5300   | N   | 0  |
| 22   | <b>Catholic Charities Refugee Resettlement</b><br>Attn: Yvonne To<br>1501 N. Classen Blvd<br>Oklahoma City, OK 73106<br><a href="mailto:cathchar@catholiccharitiesok.org">cathchar@catholiccharitiesok.org</a><br>405-523-3002 | Y   | 0  |
| 23   | <b>University of Science and Arts of Oklahoma</b><br>Attn: Lesli Courtney<br>1727 W. Alabama<br>Chickasha, OK 73018<br>405-574-1326  | Y   | 0  |
| 24   | <b>Cameron University</b><br>Career Placement Services<br>Sheri LaSorsa<br>2800 W. Gore Blvd.<br>Lawton, OK 73505<br><a href="mailto:slasorsa@cameron.edu">slasorsa@cameron.edu</a><br>580-581-2564                            | Y   | 0  |
| 25   | <b>Oklahoma State University</b><br>Career Services<br>Dr. Pamela Ehlers<br>360 Student Union<br>Stillwater, OK 74078<br><a href="mailto:careers@okstate.edu">careers@okstate.edu</a>  | Y<br><i>(as of 3/20/08)</i>                       | 1  |
| 26   | <b>Internal Transfer/Promotion</b>   | N   | 1  |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |  |   | 62   |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Type Of Recruitment Initiative<br/>(Menu Selection)</b>  | <b>Brief Description Of Activity</b>  |
|---|---|---|
| 1 | Internship Program (2)  | <p>This SEU regularly hosts interns to expose students to the inner workings of broadcast stations. During this reporting period, we hosted two interns, as follows:</p> <p><b>1<sup>st</sup> Quarter:</b> One intern from the University of Central Oklahoma in Edmond, OK, who worked with our Sales Assistant.</p> <p><b>2<sup>nd</sup> Quarter:</b> One intern from the University of Central Oklahoma in Edmond, OK, who worked with an on-air host.</p>                                 |
| 2 | Host Job Fair   | <p>On August 26, 2008, our SEU hosted the Clear Channel Job Fair at 50 Penn Place, a local shopping mall in Oklahoma City, OK in which we also house our broadcast facilities. We solicited approximately 30 local employers to participate and organized the event. We also ran on-air ads promoting the event. We also hosted our own booth to recruit account executives and interns. Station participants included our Assistant Business Manager, Sales Managers, and Sales Director</p> |
| 3 | Participate in Career Fair  | <p>On February 21, 2008, our SEU participated in Southern Nazarene University Career Fair in Bethany, OK. Station participants included our Assistant Business Manager and Promotions Assistant.</p>  |
| 4 | Participate in Career Fair  | <p>On October 29, 2008, our SEU participated in the University of Oklahoma Journalism and Mass Communication Career Fair in Norman, OK. Station participants included our Director of Sales and Assistant Business Manager.</p>   |
| 5 | Participate in event sponsored by or on behalf of an educational organization relating to careers in broadcasting | <p>On December 5, 2008, our SEU participated in the Kingfisher High School Career Day in Kingfisher, OK. Our VP/Market Manager spoke to two classes on careers in broadcasting.</p>   |