

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

I. VACANCY LIST

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

	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
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, 16-24	17
5	Full Time Sales Assistant	1-14, 16-20, 22-24	19
6	Online Account Executive I	1-14, 16-20, 22-24	18
7	Online Account Executive II	1-14, 16-20, 22-24	18
8	Receptionist	1-14, 16-20, 22-24	10
9	Networks Anchor/Reporter	1-14, 16-20, 22-24	17

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

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 3-month period
7	Bureau of Indian Affairs Ms. Joy Martin 4149 Highline Blvd. # 380 Oklahoma City, Ok. 73108 405/605-6051	Y	0
8	American Broadcasting School Mr. Larry Gable 4511 S.E. 29 th Oklahoma City, Ok. 73115 405/672-6511	Y	1
9	Clear Careers Jobsite http://clearcareers.com	N	15
10	Oklahoma City Help Wanted http://oklahomacityhelpwanted.com/	Y	14
11	National Alliance of State Broadcasters Associations http://www.careerpage.org/	Y	1
12	SEU Websites (all SEU stations) Clear Channel Oklahoma City Ms. Janette Elliott P.O. Box 1000 Oklahoma City, Ok. 73101 janetteElliott@clearchannel.com 405/840-5271	N	4
13	Citizen Potawatomi Nation Ms. Lynn Heath 1601 S. Gordon Cooper Drive Shawnee, Ok. 74801 LWALDROUPE@Potawatomi.org 405/275-5269	Y	0
14	National Association of Hispanic Journalists Ms. Leticia Salazar 100 National Press Building nahj@nahj.org Washington D.C. 20045	Y	0
15	<i>[Intentionally omitted]</i>	N	0
16	Walk-In/Self-Referral	N	5
17	Employee Referral	N	17
18	Career Fair (see Sec. III)	N	3
19	Internal Transfer/Promotion	N	1
20	Ohio/Illinois Centers for Broadcasting Gary James 9000 Sweet Valley Drive Valley View, OH 44125 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	National Association of Broadcasters 1771 N Street, NW Washington, DC 20036 http://www.nab.org 202/429-5300	N <i>source now requires payment for posting</i>	0
22	Catholic Charities Vietnamese Refugee Resettlement Attn: Yvonne To 1501 N. Classen Blvd Oklahoma City, OK 73106 cathchar@catholiccharitiesok.org 405/523-3002	Y	0
23	University of Science and Arts of Oklahoma Attn: Lesli Courtney 1727 W. Alabama Chickasha, OK 73018 405/574-1326	Y	0
24	Cameron University Career Placement Services Sheri LaSorsa 2800 W. Gore Blvd. Lawton, OK 73505 slasorsa@cameron.edu 580-581-2564	Y	0
25	Oklahoma State University Career Services Dr. Pamela Ehlers 360 Student Union Stillwater, OK 74078 careers@okstate.edu	Y <i>as of 3/20/08</i>	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			62

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

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Programs (2)	<p>This SEU regularly host interns to expose students to inner workings of broadcast stations. During this reporting period, we hosted five interns, as follows:</p> <p>2nd Quarter: Two interns, both from University of Central Oklahoma in Edmond, OK. However one worked with our Integrated Marketing/Internet Sales Assistant and the other with our afternoon drive on-air personality for KYJO(FM).</p> <p>4th Quarter: Three interns, including one from Oklahoma Christian University in Oklahoma City, OK and another from University of Oklahoma in Norman, OK both working with a Local Sales Manager. The third intern hailed from Langston University, Langston, OK working with our music director and KYJO(FM) evening on-air personality</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. As a participating local employer, we hosted our own booth to recruit account executives and interns. Station participants included our Asst. Business Manager, Sales Managers and our 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 Asst. Business Manager and Promotions Asst.</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 Asst. Business Manager.</p>
5	Participate in Career Fair	<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>