

# **EQUAL EMPLOYMENT OPPORTUNITY**

## **EEO Public File Report**

**January 08, 2009**

## **TABLE OF CONTENTS**

### **Open Positions:**

**KBEZ / KHTT Account Manager** **Page 3**

**KBEZ / KHTT Digital Brand Manager** **Page 3**

**Supplemental Recruitment Measures** **Page 4**

**Detailed Recruitment Resources** **Page 5-6**

**OPEN POSITIONS**

**Position: KBEZ / KHTT Account Manager**

Hired-KHTT: XXXXXXXXXXXX Date: 09/01/09 Source: Industry Referral  
 Hired-KHTT: XXXXXXXXXXXX Date: 11/02/09 Source: Industry Referral  
 Hired-KBEZ: XXXXXXXXXXXX Date: 12/08/09 Source: Industry Referral

<b>Date Opened</b>	<b>Recruitment Sources*</b>	<b># Interviewed</b>
07/13/09	Employment Agencies/Departments	0
	Industry Publication	0
	Industry Referral	15
	Job Fair	23
	Newspaper(s)	0
	Radio Ads	0
	Website(s)	17

**Total # of Applicants: 38**  
**Total # Interviewed: 55**

**Position: KBEZ / KHTT Digital Brand Manager**

Hired: XXXXXXXXXXXXXXXX Date: 11/05/09 Source: Industry Referral

<b>Date Opened</b>	<b>Recruitment Sources*</b>	<b># Interviewed</b>
10/16/09	Employment Agencies/Departments	0
	Industry Publication	0
	Industry Referral	1
	Internal Candidate	0
	Newspaper(s)	0
	Radio Ads	0
	Website(s)	3

**Total # of Applicants: 6**  
**Total # Interviewed: 4**

\*See Pages 5 & 6 For Detailed Recruitment Resources

## **SUPPLEMENTAL RECRUITMENT MEASURES**

### **February 4, 2009**

Jon Phillips, KBEZ / KHTT General Manager, attended the Northeastern State University's Spring Recruitment Fair. He discussed radio broadcasting with roughly 40 students and highlighted the most common areas that our stations look for applicants. He also informed them all that we were looking for summer interns for promotional work and received several resumes.

### **September 2, 2009**

KBEZ / KHTT General Sales Manager Van Webb attended University of Tulsa's part-time and intern Job Fair. He spoke with over 50 candidates for positions on-air, in promotions, and sales.

### **September 16, 2009**

Terry Cooper, Creative Director/Production Director, KBEZ/KHITS spoke to the Broadcast Class of Tulsa's Daniel Webster High School Broadcast/Digital Media Magnet. He spoke on the subject of radio station organization and duties of the various departments. There was an emphasis on production techniques, copywriting and other required skills. This was the first of a series of meetings with the broadcast students as a part of an educational relationship between the school and Renda's Tulsa stations. In the future, members of station management and various on-air personalities will address the group and discuss their own professional specialties. Selected students will tour the station facility, observe live broadcasts, and even receive some hands-on training. The magnet program maintains its own fully equipped video studio and produces closed-circuit video programming for the Tulsa Public School System.

### **October 28, 2009**

Van Webb, General Sales Manager for KBEZ / KHTT, attended the Advertising Job Fair at the University of Tulsa. He spoke with 18 students about the available positions of Digital Brand Manager and Account Manager. He expects to have second interviews with 6 of them.

### **October 29, 2009**

Nard, KHTT's morning show sidekick, visited Ms. Jo Jones' Career Class at Kellyville Middle School. She let us know that, "Nard was one of the most popular speakers we have had. Some of it has to do with the fact that the kids identify him as something of a celebrity. However, a lot of the reason he was so popular is because of what he had to say. He shared with the students his educational challenges, and the many stumbling blocks that he's had. He also reinforced 'all of the positive' that he received from school and family."

## **RECRUITMENT SOURCES**

### **Employment Agencies/Departments**

Affirmative Action AWRT P.O. Box 52252 Tulsa, OK 74152-0252	Dr. Karen Clark Langston University Department of Communications P.O. Box 907 Langston, OK 73050 405-466-2231	Margie Axford OU/OSU Grad Ctr. 700 N. Greenwood Tulsa, OK 74106 918-594-8000
Jerry Lowery Bacone College 2299 Bacone Road Muskogee, OK 74403-7599 918-683-4581	Chief Perry Beaver Muscogee Creek Nation P. O. Box 580 Okmulgee, OK 74447 918-756-8700	Helen Jo Hardwick Resonance 1608 S. Elwood Ave. Tulsa, OK 74119 918-587-3888
Michael F. Jackson Black Media Associates P. O. Box 906 Langston, OK 73050 405-466-2924	Personnel Director NAACP 5048 N. Peoria Tulsa, OK 74126 918-425-9884	Alan Lambert Rogers State College Radio Department 1701 W. Will Rogers Blvd. Claremore, OK 74017 918-343-7777
Alana Casteel Cherokee Nation P.O. Box 948 Tahlequah, OK 74465 918-456-0671	Personnel Director Oaks Indian Center P. O. Box 130 Oaks, OK 74358 918-868-2196	Career Services Tulsa Community College 909 S. Boston Tulsa, OK 74119 918-595-7170
Ralph Dykes Department of Human Services 3666 N. Peoria Tulsa, OK 74106 918-428-6304	Nancy Struby OAB 6520 N. Western, #104 Oklahoma City, OK 73116 405-848-0771	Alisha Reynolds Tulsa Urban League 240 E. Apache Tulsa, OK 74106 918-584-0001
Robert Tobias Hispanic Chamber of Commerce 10802 E. 31 <sup>st</sup> Tulsa, OK 74146 918-664-5326	Paul Smeyak Oklahoma State Univ. School of Journalism 205 Paul Mill Building Stillwater, OK 74078 405-744-5993	Mike Mills University of Tulsa Broadcast Division 600 S. College Ave. Tulsa, OK 74104 918-631-2259
Rich Fisher KWGS Radio 600 S. College Ave. Tulsa, OK 74104 918-631-2577	Personnel Director Osage Nation Federal Programs Osage Agency Campus Pawhuska, OK 74056 918-287-2495	Personnel Director Women in Communication 3221 S. 140 E. Ave. Tulsa, OK 74134 918-663-2155

## **RECRUITMENT SOURCES (Cont'd)**

### **Industry Referrals**

### **In-house Posting**

### **Newspapers**

Oklahoma Eagle Newspaper Ad  
Tulsa World Newspaper Ad

### **Website Postings**

All Access Website

KBEZ/KHTT  
Jeff Kitsmiller  
496-9336  
[www.kbez.com](http://www.kbez.com)  
[www.khits.com](http://www.khits.com)

Nat'l Alliance of State Broadcasters  
(Will find link on the OAB website)

Northeastern State University  
[www.myinterfase.com/nsuok/employer](http://www.myinterfase.com/nsuok/employer)

Oklahoma Assoc. of Broadcasters  
Nancy Struby  
(405) 848-0771  
[www.oabok.org](http://www.oabok.org)

Tulsa Community College  
Kelly Scalf  
[www.collegecentral.com/tulsacc](http://www.collegecentral.com/tulsacc)

University of Tulsa  
Cheryl Ochs  
[www.utulsa.edu/careerplanning/](http://www.utulsa.edu/careerplanning/)