

EQUAL EMPLOYMENT OPPORTUNITY

EEO Public File Report

January 16, 2012

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OPEN POSITIONS

Position: KBEZ / KHTT Account Manager
Hired-KHTT: XXXXXXXXX Date: 04/11/11 Source: Industry Referral
Hired-KHTT: XXXXXXXXX Date: 08/15/11 Source: Website
Hired-KBEZ: XXXXXXXXX Date: 09/08/11 Source: Industry Referral

Date Opened	Recruitment Sources*	# Interviewed
01/07/11	Employment Agencies/Departments	0
	Personal Referral	9
	Industry Referral	15
	Job Fair	11
	Newspaper(s)	2
	Radio Ads	3
	Website(s)	13

Total # of Applicants: 53

Total # Interviewed: 53

Position: KBEZ / KHTT Interactive Manager
Hired: XXXXXXXX Date: 04/01/11 Source:

Date Opened	Recruitment Sources*	# Interviewed
10/12/10	Employment Agencies/Departments	0
	Personal Referral	2
	Industry Referral	3
	Job Fair	0
	Newspaper(s)	1
	Radio Ads	0
	Website(s)	1

Total # of Applicants: 7

Total # Interviewed: 6

Position: KBEZ / KHTT Sales Assistant
Hired: XXXXXXXX Date: 07/25/11 Source:

Date Opened	Recruitment Sources*	# Interviewed
06/02/11	Employment Agencies/Departments	0
	Personal Referral	2
	Industry Referral	0
	Internal Candidate	0
	Newspaper(s)	6
	Radio Ads	0
	Website(s)	7

Total # of Applicants: 55

Total # Interviewed: 15

*See Pages 5 & 6 For Detailed Recruitment Resources

SUPPLEMENTAL RECRUITMENT MEASURES

March 9, 2011

KBEZ/KHTT General Manager, Jon Phillips, participated in the OSU Marketing and Advertising Career Day in Stillwater from 1:00PM-3:30PM. We met several spring graduates and potential interns.

October 26, 2011

KBEZ/KHTT General Manager, Jon Phillips, and General Sales Manager, Van Webb, attended a career fair at Tulsa University. They both met several interested parties. They discussed the radio business, current and typical openings and internships. Most of the students they spoke with will graduate in May of 2012.

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 st 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

Tulsa World Newspaper Ad

Website Postings

All Access Website

KBEZ/KHTT

Sean McGee

496-9336

www.929bob.com

www.khits.com

Nat'l Alliance of State Broadcasters

www.careerpage.org/reg1.php

(Will find link on the OAB website)

Northeastern State University

www.myinterfase.com/nsuok/employer

Oklahoma Assoc. of Broadcasters

Nancy Struby

(405) 848-0771

www.oabok.org

Tulsa Community College

Kelly Scalf

www.collegecentral.com/tulsacc

University of Tulsa

Cheryl Ochs

www.utulsa.edu/careerplanning/