

**KCRC(AM), KNID(FM), KHRK(FM), KWOE(FM) &  
KXLS(FM), KNAH(FM,) KZLS(AM) & KQOB(FM)\***

**EEO PUBLIC FILE REPORT  
FEBRUARY 1, 2019 - JANUARY 31, 2020**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List: (“MRSL”) for recruitment source data

<b>RS #</b>	<b>Job Title</b>	<b>Recruitment Sources(“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
<b>1</b>	<b>Account Executive</b>	<b>27, 28, 29, 30, 34</b>	<b>34</b>
<b>2</b>	<b>Account Executive</b>	<b>27, 28, 29, 30, 34</b>	<b>34</b>
<b>3</b>	<b>Account Executive</b>	<b>27, 28, 29, 30, 34</b>	<b>34</b>
<b>4</b>	<b>Account Executive</b>	<b>27, 28, 29, 30, 34</b>	<b>34</b>
<b>5</b>	<b>Account Executive</b>	<b>22, 26, 28, 33</b>	<b>22</b>
<b>6</b>	<b>Sports Director</b>	<b>21, 34, 35</b>	<b>35</b>
<b>7</b>	<b>News Director</b>	<b>21, 34, 35</b>	<b>21</b>
<b>8</b>	<b>Account Executive</b>	<b>9, 27, 28</b>	<b>28</b>
<b>9</b>	<b>On-Air Host</b>	<b>22, 26, 28, 33</b>	<b>22</b>
<b>10</b>	<b>Account Executive</b>	<b>22, 24, 28, 33</b>	<b>24</b>
<b>11</b>	<b>Traffic Director</b>	<b>9, 27, 28</b>	<b>28</b>

\*Champlin Broadcasting, Inc., the licensee of Station KQOB(FM), Enid, OK, is a party to a local marketing agreement with Cumulus Radio LLC, whose affiliate operates stations in the Oklahoma City market.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS #</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Broadcasting School Job Placement Dept. 4511 SE 29 <sup>th</sup> Street Oklahoma City, OK 73115 (405) 672-6511	No	0
2	Autry Technology Center Student Development 1201 W. Willow Rd. Enid, OK 73703 (580)242-2750	No	0
3	Langston University Student Employment 226 Page Hall Langston, OK 73050 (405)466-3281	No	0
4	High Plains Technology Center Career Services 3921 34 <sup>th</sup> Street Woodward, OK 73801 (580)256-6618	No	0
5	Northern Oklahoma College Communications PO Box 310 Tonkawa, OK 74653 (580)628-6446	No	0
6	Northwest Technology Center Career Services 1801 S. 11 <sup>th</sup> Alva, OK 73717 (580)327-0344	No	0
7	Northwestern Oklahoma State University Mass Communications 709 Oklahoma Blvd. Alva, OK 73717 (580)327-8606	No	0

8	Office of Disability Concerns Disability Program 2712 Villa Prom Oklahoma City, OK 73107-2423 (405)521-3756	No	0
9	Oklahoma Association of Broadcasters 6520 N. Western Oklahoma City, OK 73116 (405)848-0771	No	4
10	Oklahoma Christian University Career Services PO Box 11000 Oklahoma City, OK 73136 (405)425-5960	No	0
11	Oklahoma City Community College Communications 7777 S. May Avenue Oklahoma City, OK 73159 (405)982-1611	No	0
12	Oklahoma City University Career Services 2501 N. Blackwelder Oklahoma City, OK 73106 (405)208-5171	No	0
13	Oklahoma State University Communications 206 Paul Miller Building Stillwater, OK 74078 (405)744-8282	No	0
14	Oklahoma State University-OKC Student Employment 900 N. Portland Oklahoma City, OK 73107 (405)945-8680	No	0
15	Southern Nazarene University Career Placement 6729 NW 39 <sup>th</sup> Expressway Bethany, OK 73008 (405)491-6684	No	0
16	University of Central Oklahoma Career Services 100 University Blvd. Edmond, OK 73034 (405)974-3346	No	0

17	University of Oklahoma Career Services 900 Asp Ave. Suite 323 Norma, OK 73019 (405)325-1974	No	0
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18	University of Tulsa Career Services 600 S. College Tulsa, OK 74104 (918)631-2549	No	0
19	Rose State College Career Services 6420 SE 16 <sup>th</sup> Street Midwest City, OK 73110 (405)733-7673	No	0
20	Enid News & Eagle Classified Job Search 227 W. Broadway Enid, OK 73703 (580)233-6600	No	0
21	Sportscasters Talent Agency of America Jon Chelesnik (949)648-7822	No	1
22	Former Employees/Return to Work	No	2
23	Internal Transfer/Promotion	No	0
24	Word of Mouth/Referral	No	1
25	Station Websites	No	0
26	Walk-in/Self Referral	No	0
27	On Air Spot Announcements	No	4
28	Facebook.com	No	7
29	Monster.com	No	0
30	Linkedin.com	No	0
31	ZipRecruiter.com	No	0
32	EnidBuzz.com	No	0
33	Twitter.com	No	0
34	Indeed.com	No	4
35	Allaccess.com	No	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>24</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Personnel Training	<p>(The licensees) provides regular training to its employees based on the job description of employee. Account Executives receive sales training. Board Operators, as well as Programming Directors, meet together with the Chief Engineer to discuss technical operations and proper programming for on-air operations and upcoming Live Events. These ongoing efforts provide employees with the opportunity to develop their skills. Regular full-staff meetings are also held to acquaint both programming and sales with what is going on in each department of the stations.</p>
2	Event Participation (7)	<p>(The licensees) set up and staffed a booth from which live broadcasts were performed during the licensee's annual Farm Show that was held January 10 &amp; 11, 2020. The thousands that attended this show were able to stop by and talk with employees about radio and opportunities in broadcasting.</p> <p>(The licensees) set up a booth and broadcast live at two different local weekend shows. The Spring Home Show, April 26-28,2019 and the Home for the Holidays Home Show, November 23&amp;24, 2019 The thousands that attended these shows were able to stop by and talk with employees about radio and opportunities in broadcasting.</p>

	Event Participation (7)—(continued)	<p>(The licensees) sponsored several outdoor entertainment events throughout the year, including Hank Jr. Day on July 19,2019, The Hank Birthday Bash, August 31,2019 and Western Days, September 8, 2019. Station personnel were on-hand throughout the day to discuss radio and opportunities in broadcasting to those in attendance.</p> <p>(The licensees) shared a booth with a station advertising sponsor at the Oklahoma City Job Fair at the State Fairgrounds on May 30, 2019. Throughout the day station personnel were on hand talking to perspective employees about a career in broadcasting.</p>
3	Advisory Committee Participation	<p>The Licensees’ Operations Manager serves as a charter member of the Northern Oklahoma College (“NOC”) Mass Communications Advisory Committee. This consists of a select group of area broadcasters and newspaper print operators that were put together to help advise the college on courses of study and technological advances in the field to best prepare students for employment after graduation. On October 28, 2019, the advisory committee got together with NOC instructors to discuss the changing picture of jobs in broadcasting.</p>

4	Station Tours (4)	<p>During the past year the radio stations gave a tour to two local Scout Troops. One on May 10, 2019 and on July 19, 2019. The tours, led by the stations General Manager and Operations Manager, included descriptions of all jobs associated with a radio station and examples of what each employee does for the station. At the end of the tours the groups were brought into the Production Room where their voices were recorded and they were shown how digital editing is used to put them on the air.</p> <p>On February 5, 2019, a group of Mass Communication majors from Northern Oklahoma College toured the stations and facilities. Led by the Operations Manager, the tour gave the students an opportunity to interact with employees of the stations in all areas of operation. Various methods of broadcasting were discussed during a question and answer session at the end of the tour.</p> <p>On October 17, 2019, the radio stations open their doors to a group of students from Pleasant Vale Elementary. These students toured the stations and then, with the help of station personnel, recorded their own public service announcement for their upcoming Fall Carnival, which the radio stations then used on the air to promote the event.</p>
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