

# **EQUAL EMPLOYMENT OPPORTUNITY**

## **EEO Public File Report**

**January 14, 2009**

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**OPEN POSITIONS**

**Position: KBEZ / KHTT Account Manager**

**Hired-KBEZ: Date: 06/02/08 Source: Industry Referral**  
**Hired-KHTT: Date: 01/07/08 Source: Industry Referral**  
**Hired-KHTT: Date: 09/02/08 Source: Industry Referral**

<b>Date Opened</b>	<b>Recruitment Sources*</b>	<b># Interviewed</b>
02/21/08	Employment Agencies/Departments	0
	Industry Publication	0
	Industry Referral	18
	Job Fair	34
	Newspaper(s)	2
	Radio Ads	0
	Website(s)	11

**Total # of Applicants: 70**

**Total # Interviewed: 82**

**Position: KBEZ/KHTT Promotions Director**

**Hired: Date: 09/19/08 Source: Industry Referral**

<b>Date Opened</b>	<b>Recruitment Sources*</b>	<b># Interviewed</b>
08/06/08	Employment Agencies/Departments	0
	Industry Publication	0
	Industry Referral	4
	Internal Candidate	0
	Newspaper(s)	0
	Radio Ads	0
	Website(s)	3

**Total # of Applicants: 7**

**Total # Interviewed: 24**

**Position: KHTT Programming**

**Hired: Date: 01/07/08 Source: Internal Promotion**

<b>Date Opened</b>	<b>Recruitment Sources*</b>	<b># Interviewed</b>
01/07/08	Employment Agencies/Departments	N/A
	Industry Publication	N/A
	Industry Referral	N/A
	Internal Candidate	N/A
	Newspaper(s)	N/A
	Radio Ads	N/A
	Website(s)	N/A

**Total # of Applicants: N/A**

**Total # Interviewed: N/A**

\*See Pages 5 & 6 For Detailed Recruitment Resources

## **SUPPLEMENTAL RECRUITMENT MEASURES**

### **February 13, 2008**

Jon Phillips, KBEZ / KHTT General Manager, and Van Webb, KBEZ / KHTT General Sales Manager, attended the University of Tulsa Advertising Program job fair from 10AM-2PM. They spoke with twenty candidates, collected four resumes, and have two candidates that they will follow up with for sales positions.

Additionally, there were three candidates that will follow up after graduating for promotion and interactive positions, and one candidate for voice work.

## **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/)