

# EEO PUBLIC FILE REPORT

October 1, 2018 - January 31, 2019

KBEZ-FM, KFAQ-AM, KHTT-FM, KVOO-FM & KXBL-FM

Griffin Communications acquired these radio stations on October 1, 2018. This report reflects the licensee's EEO recruitment activity during the period starting with the date it acquired the stations.

## A. Full-Time Vacancies Filled During Last Year

		Recruitment Source of Hiree		
1. Job Title:	KHTT Radio Producer/On Air	Date Filled:	11/1/2018	Word of Mouth
2. Job Title:		Date Filled:		

## B. Recruitment/ Referral Sources Used To Seek Candidates for Each Vacancy

All Griffin Communications entities post all part-time and full-time open positions with the Organizations listed on Appendix 1

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):

4
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## D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment Sources:

See Appendix 2

## E. Total Number of Referral Sources For All Full-Time Vacancies Filled During The Past Year Per Recruitment Sources:

See Appendix 3

## F. Outreach Activities

See Appendix 4

Griffin Communications is an Equal Opportunity Employer

# KBZ, KEAQ, KHTT, KVOO & KXBL

## Appendix 1

Organization	Email Address	Contact	Address	Telephone	Requested EEO Notices
American Broadcasting School	richelle@radioschool.com	Michelle McConnell	451 SE 29th Street, Oklahoma City, OK 73115	(405) 672-6511	Yes
Cameron University	student_development@cameron.edu		2800 W Gore, Lawton, OK 73505	(580) 581-2209	Yes
Cameron University	triley@cameron.edu	T. Riley	2800 W Gore, Lawton, OK 73505	(580) 581-2425	Yes
Canadian Valley Tech. Center	wradley@cvtech.org	Bill Bradley	6505 E Highway 66, El Reno, OK 73056-9117	(405) 422-2265	
Gaylord College of Journalism and Mass Communications	gaylordextra@ou.edu	Rachel Eikensbary	395 W. Lindsey, Norman, OK 73019	(405) 325.3689	Yes
Great Plains Technology Center	jobpostings@greatplains.edu		4500 S West Lee Blvd., Lawton, OK 73505	(580) 250-5535	
Handicapped Concerns Office	marilyn.burr@ohc.state.ok.us	Marilyn Burr	2712 Villa Prom, Oklahoma City, OK 73107	(405) 521-3756	
Howard University	cdudley@howard.edu	Carol Dudley	Howard University School of Communications 325 Bryant St. NW Washington, DC 20059	(202) 806-5806	Yes
Internal Posting	livia.bennett@offin.news	Livia Bennett	303 N Boston, Tulsa, OK 74103	(918) 732-6245	
Internal Employee Referral	livia.bennett@griffin.news	Livia Bennett	303 N Boston, Tulsa, OK 74103	(918) 732-6245	
KGOV/KROU	operations@kgoou.org	Kirk Whortney	780 Van Vleet Oval #539, Norman, OK 73109	(405) 325-8171	
KOTV & KOCW Job Line	livia.bennett@newsom6.net	Livia Bennett	303 N Boston, Tulsa, OK 74103	(918) 732-6000	
KWTV Job Line	lavana.dewell@griffincommunications.net	Layna Dewell	7401 N. Kelley, OKC, OK 73111	(405) 843-6641	
Langston University	cdross@langston.edu	CD Ross	PO Box 1255, Langston, OK 73050	(877) 466-2231	Yes
Langston University	kflannigan@langston.edu	KJ Flannigan	PO Box 1255, Langston, OK 73050	(877) 466-2231	Yes
Langston University	blbrant@langston.edu	Bl Bryant	PO Box 1255, Langston, OK 73050	(877) 466-2231	Yes
Langston University- Tulsa	shardli@langston.edu	Diana Sharp	914 N Greenwood, Tulsa, OK 74106	(918) 877-8149	Yes
Metro Technology Centers	mike.shelton@metrotech.org	Mike Shelton	1600 Springlake Drive, Oklahoma City, OK 73111	(405) 424-8324	
Missouri University	cairee@missouri.edu		76 G Gannett Hall, Columbia, MO 65211	(573) 882-0373	Yes
Missouri School of Journalism MU	MJHourCareersServices@missouri.edu	Barbara Willis	76 G Gannett Hall, Columbia, MO 65211	(573) 882-0373	Yes
NAACP Media	media@oknaacc.org				
NAACP Oklahoma State	oknaacc@oknaacc.org		2001 N Martin Luther King Ave, Oklahoma City, OK 73111	(405) 427-8000	
News9.com	applications@griffincommunications.net	Cherry Eaton	7401 N Kelley, OKC, OK 73111	(405) 841-5647	
Newsom6.com	applications@griffincommunications.net	Cherry Eaton	7401 N Kelley, OKC, OK 73111	(405) 841-5647	
Oklahoma Baptist University	career.development@okbu.edu	Marissa Lightsey	500 W. University, Box 61806, Shawnee, OK 74804	(405) 878-2416	Yes
Oklahoma Christian University	careerservices@oc.edu	Candace Owens	2501 East Memorial Road, Edmond, OK 73136	(405) 425-5961	
Oklahoma State University (OSU)	careers@okstate.edu	Alicia Jackson	360 Student Union, Stillwater, OK 74078-0195	(405) 744-5253	Yes
Oklahoma State University (OSU)	gina.noble@okstate.edu	Gina Noble	360 Student Union, Stillwater, OK 74078-0195	(405) 744-5253	Yes
Oral Roberts University	careers@oru.edu	Gloria Smith	7777 S Lewis, Tulsa, OK 74171	(918) 495-6912	Yes
Rogers State University	Chaivne@rsu.edu	Calli Knight Payne	1701 W Will Rogers Blvd, Claremore, OK 74017	(918) 343-7864	Yes
Rose State University	careercoach@rose.edu	Cindy Freeman	6420 SE 15th, Midwest City, OK 73110	(405) 733-7377	Yes
Southeastern Oklahoma State University	placement@se.edu	Scott Hensley	1405 N 4th Avenue, Durant, OK 74701	(580) 745-2270	Yes
Southern Nazarene University	career@snu.edu	Miriam Key	6729 NW 39th Expressway, Bethany, OK 73008	(405) 491-6684	Yes
Southwestern Oklahoma State University	tiffany.hawkins@swoosu.edu	Tiffany Hawkins	100 Campus Drive, Weatherford, OK 73096	(580) 774-3233	Yes
Southwestern Oklahoma State University	jonna.myers@swoosu.edu	Jonna Myers	100 Campus Drive, Weatherford, OK 73096	(580) 774-3233	Yes





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**Appendix 3**

<b>E. Total Number of Referral Sources For All Full-Time Vacancies Filled</b>			<b># of Interviewees</b>	<b>Employee Referral</b>	<b>Internal Post</b>	<b>Newsome.com</b>	<b>Friend or Word of Mouth</b>	<b>All Access</b>	<b>Candidate Selected</b>
1. Job Title:	KHTT Radio Producer/On Air	Date Filled:	11/1/2018	4	1	1	1	1	Word of Mouth
2. Job Title:		Date Filled:							
			<b>Total:</b>	4	1	1	0	1	1



## Appendix 4 Outreach 2018 FCC Report KBEZ, KFAQ, KHTT, KVOO and KXBL

### Job Fairs:

The Director of Human Resources for KBEZ, KFAQ, KHTT, KVOO and KXBL attended the following Job Fairs:

- University of Arkansas, Media Communication Career Fair - September 12, 2018
- UCO Mass Communications Job Fair - October 11, 2018
- OU Journalism & Mass Communications Career & Internship Fair – October 16, 2018

**Internship Program:** KOTV and KQCW, along with KBEZ, KFAQ, KHTT, KVOO and KXBL selects up to 2-3 interns each semester to participate in this program. The candidates must have completed at least 60 credit hours toward degree. Internship must be taken for college credit. Journalism, Broadcast News, Communications majors must have GPA of 2.75 or above, official transcript, a letter of recommendation from a current or former instructor, one page essay detailing why student is interested in internship, available as an intern 16 hours per week, must complete internship application and Griffin Communications Intern Release form.

### Job Shadow Programs:

Our Job Shadow Programs allow employees a day-long opportunity to learn about other jobs in the organization.

#### Who's eligible to apply:

- Employees with the company one year or longer-- full or part-time.
- Employees with a minimum 2.5 total score on their most recent Performance Evaluation.
- Employees considered "in good standing" at the time of the application.

#### How the program works:

- Employees notify Human Resources of their interest in the program, specifying the department and position.
- If eligible, Human Resources will coordinate the shadowing with the supervisors of the department/job request.
- If more than one person in the department applies, then Human Resources will work with the supervisor and department head to decide who gets the opportunity for that quarter.
- The day/time for the shadowing will be selected by the supervisors involved, giving consideration to time of year, demands of the departments, etc.

#### Details you need to know:

- Interested staff should make their requests by these dates:
  - Before Dec. 31<sup>st</sup> for January--March Shadowing
  - Before March 31<sup>st</sup> for April--June Shadowing
  - Before June 30<sup>th</sup> for July--September Shadowing
  - Before September 30<sup>th</sup> for October--December Shadowing

- Those who shadow will be compensated, as normal, and the time worked will fall within the bounds of a regular work week.
- In each department there will be four opportunities a year for shadowing- one per quarter.
- One shadow experience per year, per person.
- Those selected agree to conform to the dress and behavior expectations set as the standard by the managers in the department/job they are shadowing.