

Journal Broadcast Group-Tulsa Operations  
KFAQ-AM, KVOO-FM, KXBL-FM  
March 10, 2003-January 31, 2004

Annual EEO Public File Report  
REVISED JANUARY 2005

**The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.**

**The FCC’s 2002 EEO Rule requires that this Report contain the following information:**

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

### Account Executive Group 1

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other                      On-air ad	1	<input checked="" type="checkbox"/>
Other                      On-air ad	1	<input type="checkbox"/>
Walk-in	1	<input type="checkbox"/>
Word of mouth              Market/Industry	1	<input checked="" type="checkbox"/>
Word of mouth              Market/Industry	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>8</b>	

### Account Executive Group 2

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	1	<input type="checkbox"/>
Other                      Previous Employee	1	<input type="checkbox"/>
Unsolicited	1	<input checked="" type="checkbox"/>
Walk-in	2	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>5</b>	

### Account Executive Group 3

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input type="checkbox"/>
Other                      Cold Call	1	<input checked="" type="checkbox"/>
Other                      On-air ad	4	<input type="checkbox"/>
Other                      Tulsahelpwanted.com	1	<input checked="" type="checkbox"/>
Other                      Tulsahelpwanted.com	2	<input type="checkbox"/>
Walk-in	1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>10</b>	

Account Executive Group 4

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Other	On-air ad	1	<input checked="" type="checkbox"/>
Other	On-air ad	4	<input type="checkbox"/>
Other	Tulsahelpwanted.com	1	<input type="checkbox"/>
Walk-in		1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		7	

Account Executive Group 5

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Other	Amer Broadcast School	1	<input type="checkbox"/>
Other	On-air ad	1	<input checked="" type="checkbox"/>
Other	On-air ad	8	<input type="checkbox"/>
Walk-in		1	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>		11	

General Sales Manager

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Internal Candidate		2	<input type="checkbox"/>
Other	from previous posting	5	<input type="checkbox"/>
Other	In Market Ad	3	<input type="checkbox"/>
Word of mouth	Market/Industry	1	<input checked="" type="checkbox"/>
<b>Number of Applicants Interviewed</b>		11	

News Anchor/Reporter

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Internal Candidate		1	<input checked="" type="checkbox"/>
<b>Number of Applicants Interviewed</b>		1	

Promotions Director

<b>Referral Source</b>		<b>Number of Applicants Interviewed</b>	<b>Hired?</b>
Employee Referral		3	<input type="checkbox"/>
Internal Candidate		1	<input type="checkbox"/>

Journal Broadcast Group website	1	<input type="checkbox"/>
Walk-in	1	<input checked="" type="checkbox"/>
Walk-in	2	<input type="checkbox"/>
<b>Number of Applicants Interviewed</b>	<b>8</b>	

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*Grand Total*

*61*

## Outreach Initiatives

### **Outreach Initiative Record Keeping Worksheet**

Station(s) Claiming Credit: KFAQ-AM, KVOO-FM, KXBL-FM

Type of activity listed under Outreach Initiative worksheet: Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Date of station participation: (on date; from date to date) 4-11-03

Participating employees: \_\_\_ Anne Schepp , Human Resources Manager and/or Shannon Spankowski, Human Resources Representative. ( responsible for sending upper-level category positions out).

Host/Sponsor of activity: Journal Broadcast Group

Brief description of activity and station participation: Journal Broadcast Group- Corporate lists all upper-level category job openings to national outreach sources in addition to each market's regular job posting distribution list. For this reporting period the General Sales Manager position was listed with our regular recruitment sources and additionally sent to the following: Oklahoma Association of Broadcasters, Association for Women in Communication, National Association of Minority Media Executives and the National Association of Broadcasters.

## Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KFAQ-AM, KVOO-FM, KXBL-FM

Type of activity listed under Outreach Initiative worksheet: Internships

Date of station participation: (on date; from date to date) All year round

Participating employees: KFAQ-AM, KVOO-FM, KXBL-FM

Host/Sponsor of activity: Journal Broadcast Group (Promotions Department)

Brief description of activity and station participation: During this reporting period we have had interns working in our promotions departments, covering all three of our radio stations. All of our internships are non-paid and are for college credit. Each intern receives hands-on experience and education in the departments which they are interning for.

The following recruitment sources were utilized during this reporting period.

Contact	Organization	Address	Telephone #	E-mail Address
Staci Cockrell, CEO & Glenda Carr	American Broadcasting School	915 W. 2nd Ave., Suite 5, Spokane, WA 99201	800-369-3258	<a href="mailto:staci@radioschool.com">staci@radioschool.com</a> & <a href="mailto:glendacarr@radioschool.com">glendacarr@radioschool.com</a>
	American Indian Chamber of Commerce of OK	5103 S. Sheridan, Ste 695, Tulsa, OK 74145	918-665-7087	<a href="mailto:chamber@aicco.org">chamber@aicco.org</a>
Katherine Wester	Cherokee Nation Employment	P. O. Box 948, Tahlequah, OK 74465	918-456-0671 ext. 2264	<a href="mailto:personnel@cherokee.org">personnel@cherokee.org</a>
Dyanne Jones	Department of Human Rights	707 S. Houston, Ste 303, Tulsa, OK 74127	918-596-7818	<a href="mailto:djones@ci.tulsa.ok.us">djones@ci.tulsa.ok.us</a>
Margo Barnes	Department of Human Services	P. O. Box 25352, Oklahoma City, OK 73125	405-521-6130	<a href="mailto:gwenjohnson@okdhs.org">gwenjohnson@okdhs.org</a> <a href="mailto:ed.sweeney@okdhs.org">ed.sweeney@okdhs.org</a> (updated 12/04)
Karina Patlen	Greater Tulsa Hispanic Chamber of Commerce	10802 E. 21 St., Ste. A, Tulsa, OK 74147	918-664-5326	<a href="mailto:admin@tulsahispanicchamber.com">admin@tulsahispanicchamber.com</a>
Katy Davidson	KTPX	5800 E. Skelly Dr., Ste 101, Tulsa, OK 74135	918-748-1570	<a href="mailto:davidson@kirh.com">davidson@kirh.com</a>
D Hall	Mayor's Commission of Human Rights	707 S. Houston, Ste 303, Tulsa, OK 74127	918-596-7818	<a href="mailto:dhall@ci.tulsa.ok.us">dhall@ci.tulsa.ok.us</a> <a href="mailto:disloated@workforce.tulsa.com">disloated@workforce.tulsa.com</a> <a href="mailto:admin@workforcetulsa.com">admin@workforcetulsa.com</a> (updated 8/04)
Gary James	Ohio & Illinois Centers for Broadcasting <i>XXX Requested to be added 4-03</i>	William Center Tower II, Two W. 2nd St., Ste 150, Tulsa, OK 74103	918-560-0200	<a href="mailto:gary@beonair.com">gary@beonair.com</a>
Employment	Oklahoma Hispanic Professional Assoc	55 W. 22nd, Ste 240, Lombard, IL 60148	216-447-9117	<a href="mailto:jeremyd@cameron.edu">jeremyd@cameron.edu</a> <a href="mailto:markn@cameron.edu">markn@cameron.edu</a> (updated 12/04)
Paul Smeyak	Oklahoma State University	2800 W. Gore Blvd., Lawton, OK 73505	580-581-2200	<a href="mailto:smeyak@okstate.edu">smeyak@okstate.edu</a> <a href="mailto:sajohns@osu-tulsa.okstate.edu">sajohns@osu-tulsa.okstate.edu</a> <a href="mailto:postajob@hireosugrads.com">postajob@hireosugrads.com</a> (updated 11/04)
Shelly Johnson	Oklahoma State University - Tulsa	219 Student Union, Stillwater, OK 74078	800-233-5019	<a href="mailto:sajohns@osu-tulsa.okstate.edu">sajohns@osu-tulsa.okstate.edu</a> <a href="mailto:postajob@hireosugrads.com">postajob@hireosugrads.com</a> (updated 11/04)
Even Culp	Oral Roberts University	700 N. Greenwood, Tulsa, OK 74106	918-594-8000	<a href="mailto:eculp@oru.edu">eculp@oru.edu</a>
Alan Lambert	Rogers State University	7777 S. Lewis, Tulsa, OK 74171	918-495-6518	
Amanda Edwards	Tulsa Community College	1701 W. Will Rogers Blvd, Claremore, OK 74017	800-256-7511	<a href="mailto:alambert@rsu.edu">alambert@rsu.edu</a>
Dennis Currington	Tulsa Metro Chamber	900 S. Boston Ave., Tulsa, OK 74119	918-595-7608	<a href="mailto:aedwards@tulsacc.edu">aedwards@tulsacc.edu</a>
Employee Placement	Tulsa Technology Center	William Center Tower II, Two W. 2nd St., Ste 150, Tulsa, OK 74103	918-585-1201	<a href="mailto:denniscurrington@tulsachamber.com">denniscurrington@tulsachamber.com</a>
Etta Shelton	Tulsa Urban League	P O Box 477200, Tulsa, OK 74147	918-828-5000	<a href="mailto:rgray@tulsatech.org">rgray@tulsatech.org</a>
		240 E. Apache St., Tulsa, OK 74106	918-584-0001	<a href="mailto:ettashelton@mtul.org">ettashelton@mtul.org</a>

The following recruitment sources were utilized during this reporting period.

Contact	Organization	Address	Telephone #	E-mail Address
Sherry Hingtgen & Molly Rechkemmer	University of Iowa <i>XXX Requested to be added 5-27-03</i>	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	<a href="mailto:sherry-hingtgen@uiowa.edu">sherry-hingtgen@uiowa.edu</a> <a href="http://www.myinterfase.com/uiowa/employer">www.myinterfase.com/uiowa/employer</a> (post on website effective 11-04)
	OU School of Journalism	395 W. Lindsey, Norman, OK 73019	405-325-2721	<a href="mailto:learn@ou.edu">learn@ou.edu</a> <a href="mailto:oucs@ou.edu">oucs@ou.edu</a> (updated 8/04)
Sherri Alexander	University of Tulsa	600 S. College, Tulsa, OK 74104	918-321-2000	<a href="mailto:jobreferrals@utulsa.edu">jobreferrals@utulsa.edu</a> <a href="mailto:vhamptom@resonancetulsa.org">vhamptom@resonancetulsa.org</a> <a href="mailto:jerryvantine@ywcaoftulsa.org">jerryvantine@ywcaoftulsa.org</a> (updated 8/04)
Jerry Vantine	Women's Resource Center	1608 S. Elwood, Tulsa, OK	918-587-3888	<a href="mailto:jerryvantine@ywcaoftulsa.org">jerryvantine@ywcaoftulsa.org</a> (updated 8/04)
Shannon Spankowski or Anne Schepp	Journal Broadcast Group Tulsa Help Wanted Website	702 E. Capitol Dr., Milwaukee, WI 53212		<a href="mailto:sspankowski@journalbroadcastgroup.com">sspankowski@journalbroadcastgroup.com</a> or <a href="mailto:aschepp@journalbroadcastgroup.com">aschepp@journalbroadcastgroup.com</a> <a href="http://www.tulsa-helpwanted.com">www.tulsa-helpwanted.com</a>
	Oklahoma Association of Broadcasters	6520 N. Western, Ste 104, OKC 73116	405-848-0771	<a href="http://www.oabok.org">www.oabok.org</a>
Karen Mumaw	R&R Today (remove from list 11-1-04- charge for ad)	10100 Santa Monica Blvd, 3rd Floor, Los Angeles, CA 90067	310-553-4330	<a href="mailto:kmumaw@radioandrecords.com">kmumaw@radioandrecords.com</a>
Simone Mullins	Radio World (remove from list 11-1-04 - charge for ad)	P O Box 1214, Falls Church, VA 22041	703-998-7600	<a href="mailto:smullins@imaspub.com">smullins@imaspub.com</a>

Note: The above is a list of the regular recruitment sources for open positions. Information on dissemination of open positions was saved in the former Business Managers computer. However, due to a technology services problem and the business manager departing from the organization, the information used to create the original report was inadvertently lost after the report was completed. We have taken all efforts to recover the information, however we have not been able to retrieve it.

Although Ohio and Illinois Center for Broadcasting and University of Iowa requested to be notified of job openings, Journal Broadcast Group discovered that job opening notices were not being sent to these organizations.

The following positions were also listed with the following recruitment sources:

<u>Position</u>	<u>Organization</u>	<u>Posting Method</u>
General Sales Manager	Association of Women in Radio and Television	<a href="http://www.awart.com">www.awart.com</a>
General Sales Manager	Association of Women in Communication	<a href="mailto:womcom@aol.com">womcom@aol.com</a>
General Sales Manager	National Association of Minority Media Executives	<a href="http://www.namme.org">www.namme.org</a>
General Sales Manager	National Association of Broadcasters	<a href="http://www.nab.org">www.nab.org</a>