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 KHTT Radio Producer/On Air Date Filled: 11/1/2018 1. Job Title: Word of Mouth Date Filled: 2. Job Title: 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 4 Filled During The Past Year (this will be a raw number): 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

KBEZ, KFAQ, KHTT, KVOO & KXBL

Appendix 1

100	(700) (/4-250	1100 Campus Drive, Weamerloid, ON 13090	Comma tervers]orma:niversionswosu.com	SOUTHWESTERN ORGANISTIC STATE OTHERSTRY
V	(580) 774-3233	100 Campus Drive, Weatherford, OK 73096	Tiffany Hawkins	tiffany.hawkins@swosu.edu	Southwestern Oklahoma State University
Yes	(405) 491-6684	6729 NW 39th Expressway, Bethany, OK 73008	Miriam Key	career@snu.edu	Southern Nazarene University
Yes	(580) 745-2270	1405 N 4th Avenue, Durant, OK 74701	Scott Hensley	placement@se.edu	Southeastern Oklahoma State University
Уæ	(405) 733-7377	6420 SE 15th, Midwest City, OK 73110	Cindy Freeman	careercoach@rose.edu	Rose State University
Yes	(918) 343-7864	1701 W Will Rogers Blvd, Claremore, OK 74017	Calli Knight Payne	Cpayne@rsu.edu	Rogers State University
Yes	(918) 495-6912	7777 S Lewis, Tulsa, OK 74171	Gloria Smith	careers@oru.edu	Oral Roberts University
Yes	(405) 744-5253	360 Student Union, Stillwater, OK 74078-0195	Gina Noble	gina.noble@okstate.edu	Oklahoma State University (OSU)
Ϋ́es	(405) 744-5253	360 Student Union, Stillwater, OK 74078-0195	Alicia Jackson	careers@okstate.edu	Oklahoma State University (OSU)
	(405) 425-5961	2501 East Memorial Road, Edmond, OK 73136	Candace Owens	careerservices@oc.edu	Oklahoma Christian University
Yes	(405) 878-2416	500 W. University, Box 61806, Shawnee, OK 74804	Marissa Lightsey	career.development@okbu.edu	Oklahoma Baptist University
	(405) 841-3647	7401 N. Kelley, OKC, OK 73111	Cherry Eaton	applications@griffincommunications.net	Newson6.com
	(405) 841-3647	[7401 N. Kelley, OKC, OK 73111	Cherry Eaton	applications@griffincommunications.net Cherry Eaton	News9.com
	(405) 427-8000	2001 N Martin Luther King Ave, Oklahoma City, OK 73111		oknaacp@oknaacp.org	NAACP Oklahoma State
				media@oknaacp.org	NAACP Media
Yes	(573) 882-0373	76 G Gannett Hall, Columbia, MO 65211	Barbara Willis	MUJourCareerServices@missouri.edu	Missouri School of Journalism MU
Ϋ́es	(573) 882-0373	76 G Gannett Hall, Columbia, MO 65211		career@missouri.edu	Missouri University
	(405) 424-8324	1600 Springlake Drive, Oklahoma City, OK 73111	Mike Shelton	mike.shelton@metratech.org	Metro Technology Centers
Yes	(918) 877-8149	914 N Greenwood, Tulsa, OK 74106	Diana Sharp	sharpdi@langston.edu	Langston University- Tulsa
Ϋ́es	(877) 466-2231	PO Box 1255, Langston, OK 73050	B.J Bryant	bibryant@langston.edu	Langston University
Yes	(877) 466-2231	PO Box 1255, Langston, OK 73050	KJ Flannigan	kiflannigan@langston.edu	Langston University
Yes	(877) 466-2231	PO Box 1255, Langston, OK 73050	CD Ross	cdross@langston.edu	Langston University
	(405) 843-6641	7401 N. Kelley, OKC, OK 73111	Layna Dewell	layna.dewell@griffincommunications.net	KWTV Job Line
	(918) 732-6000	303 N Boston, Tulsa, OK 74103	Livia Bennett	livia.bennett@newson6.net	KOTV & KQCW Job Line
	(405) 325-8171	780 Van Vleet Oval #339, Norman, OK 73109	Kirk Whortney		KGOU/KROU
	(918) 732-6245	303 N Boston, Tulsa, OK 74103	Livia Bennett		Internal Employee Referral
	(918) 732-6245	303 N Boston, Tulsa, OK 74103	Livia Bennett	ews_	Internal Posting
Yes	(202) 806-5806	Howard University School of Communications 525 Bryant St. NW Washington, DC 20059	Carol Dudley	cdudley@howard.edu	Howard University
	(405) 521-3756	2712 Villa Prom, Oklahoma City, OK 73107	Marilyn Burr		Handicapped Concerns Office
	(580) 250-5535	4500 S West Lee Blvd., Lawton, OK 73505		jobpostings@greatplains.edu	Great Plains Technology Center
Yes	(405) 325.3689	395 W. Lindsey, Norman, OK 73019	Rachel Eikenbary	gaylordextra@ou.edu	Communications
			The state of the s		Gavlord College of Journalism and Mass
•	(405) 422-2265	6505 E Highway 66, El Reno, OK 73036-9117	Bill Bradlev	ğ	Canadian Valley Tech. Center
Yes	(580) 581-2425	2800 W Gore, Lawton, OK 73505	T. Riley		Cameron University
Yes	(580) 581-2209	2800 W Gore, Lawton, OK 73505		eron.edu.	Cameron University
Yes	(405) 672-6511	4511 SE 29th Street, Oklahoma City, OK 73115	Michelle McConnel	michelle@radioschool.com	American Broadcasting School
Notices	* AVAPATACETA	צורים הסא	Contact	Egnan Ammess	CIRAINZAUOII
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International Control Colored Control Colo		(***)	A ST PETER TO THE A PRINCIPLE AND A STATE OF THE STATE OF	kiones@she.com	she org	Society of Broadcast Engineers
International	. 5	(317) 769-7900	PO Box 477 Zionsville IN 46077	Rick Gevers	rick@rickgevers.com	Rick Gevers & Assoc
Internative Scott/Businesses Meloysia Haduricason Morys Saron, 1985 bell Improve Center Leber@userk.edu Le Foley Meloysia Haduricason 1985 bell Improve Center Leber@userk.edu Le Foley Septembelle, AR, 72201 Appetendite, AR,	Yes	(405) 726-9900 ext 6119	P.O. Box, 18702, OKC 73154		careers@prsaokc.com	Public Relations Society of America
Integral Color Inte		(405) 848-0771	6520 N. Western, Ste. 104, OKC 73116		info@oabok.org	Oklahoma Association of Broadcasters
Indicative		(626) 792-3846	8800 Lakewood Dr. #117, Windsor CA 95492	λú	info@nabicareers.org	National Association of Broadcasters
		(706) 364-7564	1209 Wood Valley Rd., Augusta, GA 30909	Don Mathews	medialine@medialine.com	MediaLine
Intelligence			2029 Stierlin Court, Mountain View, CA 94043		linkedin.com	LindedIn
			6433 Champion Grandview Way, Building 1, Austin, TX 78750		indeed.com	Indeed.com
				Michael Bille	bille@michaelsmedia.com	Collective Talent
		(310) 457-6616	28955 Pacific Coast Hwy 210, Malibu, CA 90265	Online Radio Posting	Allaccess.com	All Access
Interioricascontamission		Telephone	Address	Contact	Email Address	Other Organizations
Interioricisson(@uniksedu L. Foley 2188 Bell Engineer Center Lofeley@uniksedu Lofi Magar 2188 Bell Engineer Center Lofeley@uniksedu Lofel) = humi Markey (Printer)					
Interioriossonic/mi		(918) 588-9393			info@ywcatulsa.org	YWCA of Tulsa
		(405) 670-9100	9210 S Western, Oklahoma City, OK 73139	Travis Rollins	Travis.rollins@oesc.state.ok.us	Workforce Oklahoma OKC
		(918) 796-1200	14002 E 21st St., Ste 1030 Tulsa, OK 74130	LeDeana Moore	LaDeana Moore@oesc.state.ok.us	12
InterducticsSont@Hussec.edu	Ύes	(918) 631-2986	800 S. Tucker Dr., Tulsa, OK 74104	Aura Thomas	recruitingcoordinator@utulsa.edu	University of Tulsa
	Yes	(918) 631-2841	600 S College, Tulsa, OK 74104	David Moncrief	david-moncrief@utulsa.edu	University of Tulsa
	Yes	(918) 631-2841	600 S College, Tulsa, OK 74104	John Coward	john-coward@utulsa.edu	University of Tulsa
	Yes	(405) 325-1974	900 Asp Ave. Suite 323, Norman, OK 73019	Melanie Adams	melanieadams@ou.edu	University of Oklahoma
Inhenorickson@uuisacc.edu	Yes	(405) 325-1974	900 Asp Ave. Suite 323, Norman, OK 75019	Alex Bratchelor	oucs@ou.edu	University of Oklahoma
	Yes	(405) 325-5226	395 W. Lindsey, Norman, OK 73019	Lee Reynolds	leereynolds@ou.edu	University of Oklahoma
Lfoley@uark.edu					ksawyer@ou.edu	University of Oklahoma
Lfoley@uark.edu	Yes	(405) 974-3346	100 University Blvd., Edmond, OK, 73034	Julie Smith	careers@uco.edu	University of Central Oklahoma
Innendrickson/@utark.edu Melyssä Hendrickson 995 Boston, 10183, Ok. /4119 Ok. /4119 (916) 375-6265 Lfoley@uark.edu L. Foley 3188 Bell Engineer Center Fayetteville, AR 72701 (479) 575-6265 Ericae@uark.edu Erica Estes Fayetteville, AR 72701 (479) 575-6265 Fayetteville, AR 72701 5188 Bell Engineer Center Fayetteville, AR 72701 (479) 575-6265 Fayetteville, AR 72701 5188 Bell Engineer Center Fayetteville, AR 72701 (479) 575-6265	Ýes	(405) 974-5581	100 N University, Edmond, OK	Mark Scott	mscott@uco.edu	University of Central Oklahoma, Broadcasting
Innendrickson/@nulsacc.edu Melyssa Hendrickson 99's Boston, 1018a, Ok. 74119 Ok. 74119 (91's) 375-6265 Lfoley@uark.edu L. Foley 3188 Bell Engineer Center (479) 575-6265 GinaS@uark.edu Gina S. 3188 Bell Engineer Center (479) 575-6265 Ericae@uark.edu Erica Estes 3188 Bell Engineer Center (479) 575-3514 Ericae@uark.edu Erica Estes Fayetteville, AR 72701 (479) 575-3514	g.	(479) 575-6265	3188 Bell Engineer Center Fayetteville, AR 72701	Lori Magar	recruit@uark.edu	University of Arkansas
International Content	Yes	(479) 575-3514	Fayetteville, AR 72701	Erica Estes	Ericae@uark.edu	University of Arkansas
Inneriorickson/gruisacc.equ Meiyssa Hendrickson 909 S Boston, 10183, Ok. 74119 (916) 392-7068 Lfoley@uark.edu L. Foley Fayetteville, AR 72701 (479) 575-6265	Yes	(479) 575-6265	5188 Bell Engineer Center Esyetteville, AR 72701	Gina S.	GinaS@uark.edu	University of Arkansas
mnendrickson/graszcc.edu weryssa Hendrickson 959 S Boston, i usa, OK /4119 (516) 375-7968	Yes	(479) 575-6265	3188 Bell Engineer Center Fayetteville, AR 72701	L. Foley	Lfoley@uark.edu	University of Arkansas
mbondicker of the Advisor Londicker One Design Title OV 7/110	Ϋ́es	(918) 595-7688	909 S Boston, Tulsa, OK 74119	Melyssa Hendrickson	mhendrickson@tulsacc.edu	Tulsa Community College

4	TOTAL				
4					Word of Mouth or Friend
. <u> </u>	(918) 732-6245	Human Resources	Livia Bennett	applications@griffincommunications.net	Internal Posting
	(918) 732-6245	Human Resources	Livia Bennett	applications@griffincommunications.net	Employee Referral
_	(310) 475-6616			Allaccess.com	All Access (Online Radio Posting)
# Interviewees	Telephone	Department	Contact	Email Address	Organization
					October 1, 2018 ~ January 31, 2019 Appendix 2
					KBEZ, KFAQ, KHTT, KVOO & KXBL
					EEO PUBLIC FILE REPORT

KBEZ-FM, KFAQ-AM, KHTT-FM, KVOO-FM & KXBL-FM EEO PUBLIC FILE REPORT October 1, 2018 - January 31, 2019 Appendix 3	(BL-FM						
E. Total Number of Referral Sources For All Full-Time Vacancies Filled	# of Interviewees	Employee Internal Referral Post	Internal Post	# of Employee Internal Interviewees Referral Post Newson6.com Mouth	Friend or Word of Mouth	All	Candidate Selected
1. Job Title: KHTT Radio Producer/On Air Date Filled: 11/1/2018	4	1	1		1	_	Word of Mouth
2. Job Title: Date Filled:							
Total:	4	_	1	0	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. 31st for January--March Shadowing
- ➤ Before March 31st for April--June Shadowing
- > Before June 30th for July--September Shadowing
- ➤ Before September 30th 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.