

EEO PUBLIC FILE REPORT

1. **Station Employment Unit: WBBZ(AM), Ponca City, Oklahoma**
2. **Reporting Period: October 21, 2004¹ to January 31, 2007**
3. Chart for **each full-time** job vacancy that was **filled during** relevant Annual Reporting Period:

Job Title	Date of Hire	Hired Person Referred By Which Recruitment Source?	Total Number of Interviewees for Position	Referral Sources of Interviewees
Announcer/Sales ²	11/18/2004	Newspaper Ad	6	Newspaper Ad 5, Referral 1

¹ The reporting period commenced on October 21, 2004, the date when the station employed five regularly-scheduled full-time employees.

² This position was originally hired as a part-time position with applicants drawn from the pool of applications on file from recruitment sources contacted for an announcer hired in October, 2004 (recruitment sources attached); the part-time employee hired on November 18, 2004, was later promoted to a full-time position.

Recruitment Source: Oklahoma Association of Broadcasters

Contact: Nancy Struby

Address: 6520 N. Western, Oklahoma City, OK 73116

Telephone: 405.848.0771

E-mail Address: smith@oabok.org

Is this source an organization which has requested notification of job openings? ___ Y ___ N N

Recruitment Source: American School of Broadcasting

Contact: Glenda Carr

Address: Tulsa, OK

Telephone: 918.293.9100

E-mail Address:

Is this source an organization which has requested notification of job openings? ___ Y ___ N N

Recruitment Source: Cowley County Community College

Contact: Stuart Osterthum

Address: 125 S. 2nd, Arkansas City, KS 67005

Telephone: 800.593.2222

E-mail Address:

Is this source an organization which has requested notification of job openings? ___ Y ___ N N

Recruitment Source: Kaw Nation

Contact: Glenda Warren

Address:

Telephone: 580.362.1084

E-mail Address:

Is this source an organization which has requested notification of job openings? ___ Y ___ N N

Recruitment Source: Ponca Job Training of America

Contact: Nancy Buffalohead

Address: 20 White Eagle DR, Ponca City, OK 74601

Telephone: 580.762.5355

E-mail Address:

Is this source an organization which has requested notification of job openings? ___ Y ___N_ N

Recruitment Source: Northern Oklahoma College

Contact: Dean Percy

Address: 1220 E. Grand, Tonkawa OK 74653

Telephone: 580.628.6200

E-mail Address:

Is this source an organization which has requested notification of job openings? ___ Y ___N__ N

Recruitment Source: University of Oklahoma

Contact: School of Journalism

Address: 860 Van Fleet Oval, Norman OK 73019

Telephone:

E-mail Address:

Is this source an organization which has requested notification of job openings? ___ Y ___N_ N

Recruitment Source: Oklahoma State University

Contact: Craig Beeby

Address: 302 Paul Miller Bldg., Stillwater OK 74074

Telephone: 405.744.6352

E-mail Address:

Is this source an organization which has requested notification of job openings? ___ Y ___N_ N

Recruitment Source: University of Central Oklahoma

Contact: Jack Deskin

Address: 100 N. University DR, Edmond OK 73034

Telephone:

E-mail Address:

Is this source an organization which has requested notification of
job openings? ___ Y __N_ N

Recruitment Source: Oklahoma State Employment Office

Contact: Steve Struble

Address: 1201 W. Grand, Ponca City, OK 74601

Telephone: 580.765.3372

E-mail Address:

Is this source an organization which has requested notification of
job openings? ___ Y __N_ N

EEO Outreach Efforts and Initiatives

In the event an employment opportunity becomes available at Radio Station WBBZ, we make strong efforts to assure we obtain as diverse an applicant pool as possible including minorities and women.

Our first contact is with the Oklahoma Association of Broadcasters which maintains many contacts with groups and individuals who work with minorities and women. They post the position on their website and inform their contacts of the position available and assist us in finding applicants. We also post with the American School of Broadcasting.

We contact the Kaw Nation and the Ponca Job Training of America program. Both are nearby American Indian tribes who work with their contacts to find applicants and post the position in their publications and networks.

WBBZ also has good relations with several colleges and universities in Oklahoma and Southern Kansas and we receive graduate lists from them each semester. When a position with the radio station becomes open we contact the heads of the journalism/radio departments at Northern Oklahoma College, the University of Oklahoma, Oklahoma State University, Cowley County Community College and the University of Central Oklahoma and inform them of the position and request any applicants they may be able to find. Each of the schools has significant populations of minorities and women.

We work closely with our local State Employment Office to search for applicants. The office is notified that we are an equal employment opportunity business and that we seek minority and women applicants.

A job description is also printed in The Ponca City News and on the WBBZ web site both stating that WBBZ is an Equal Opportunity Employer and describing the position available.

For the past 12 years WBBZ has hosted a one day home show. As part of our outreach during the show we educate those who may be interested about potential employment opportunities and pass out information about the station and personnel.

We work with the local High School DECA program in several areas including a hosting any student who has an interest in radio for special three day work program. WBBZ attended three job fairs in local schools during 2004 and directed students to the types of education needed for radio and television and discussed the type of jobs which are available.