

Journal Broadcast Group- Tulsa Operations
KFAQ-AM, KVOO-FM, KXBL-FM

Annual EEO Public File Report
February 1, 2009-January 31, 2010

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

Referral Source	Number of Applicants Interviewed	Hired?
Journal Broadcast Group website	1	<input type="checkbox"/>
Other Indeed.com	2	<input type="checkbox"/>
Other TulsaHelpWanted.com	1	<input type="checkbox"/>
Word of mouth	1	<input checked="" type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed	6	

Business Operations Coordinator

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	1	<input type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other TulsaHelpWanted.com	2	<input type="checkbox"/>
Number of Applicants Interviewed	5	

Sales Assistant

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input type="checkbox"/>
Internal Candidate	1	<input checked="" type="checkbox"/>
Journal Broadcast Group website	1	<input type="checkbox"/>
Other Indeed.com	1	<input type="checkbox"/>
Other TulsaHelpWanted.com	3	<input type="checkbox"/>
Number of Applicants Interviewed	8	

Grand Total

19

Tulsa EEO Contact List
2009-2010

Organization	Contact	Address	Telephone #	Email Address	Jobs Sent
ACAP (added 9/30/07)	ACAP Center Suzi Cockrell, CEO & Glenda Carr	Building 5700 Soldier Service Center, Ft. Rucker, AL 36362 915 W. 2nd Ave., Suite 5, Spokane, WA 99201	334-255-2558 (919) 293-9100	Updated 4/08: katrina.surratt@us.army.mil 5/26/09: rebbecca.chandler@us.army.mil Updated e-mail 9/23/08: do@radioschool.com rl@radioschool.com & glendacarr@radioschool.com	Account Executive, Business Operations Coordinator, Sales Assistant Account Executive, Business Operations Coordinator, Sales Assistant
American Broadcasting School	Shirley Miller WorkSource Specialist	5103 S. Sheridan, Ste 695, Tulsa, OK 74145	918-655-7087	shamber@abcsoa.org Contract Updated 6/13/08: imarcos@sales.ctc.edu , changed 4-9-09 to: skmiller@sales.ctc.edu https://www.browncollege.edu/mrcampos/bis/landlord/new website of 6/30/05) updated 9/5/09: https://www.browncollege.edu/mrcampos/bis/landlord/new s/r/index.php	Account Executive, Business Operations Coordinator, Sales Assistant
American Indian Chamber of Commerce of OK Removed 9/4/2009 (invalid email address and phone number. Cant find a new contact) Bates Technical College XXX Requested to be added 5-17-05	Kari Baumaster Jennifer Holland & Mark Norman	1440 Northland Drive, Mendota Heights, MN 55120 2900 W. Gore Blvd., Lawton, OK 73505	651-905-3465 580-581-2200	jennifer@cameron.edu & mnorman@cameron.edu Effective 2/12 use bellis@cameron.edu imvalke@ctvtech.org (updated 12/04) swpoller@ctvtech.edu (updated 9/4/2009)	Account Executive, Business Operations Coordinator, Sales Assistant Account Executive, Business Operations Coordinator, Sales Assistant
Brown College XXX Requested to be added 12- 20-04	Susan Wosher	340 Moore Hall, Mt. Pleasant, MI 48859	989-774-3851	gnik13pb@cmich.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Cameron University	Katherine Westler Updated contact 7/31/08: R Wade	P. O. Box 948, Tahlequah, OK 74465	918-456-0671 ext. 2264	personnel@cheerokpe.org	Account Executive, Business Operations Coordinator, Sales Assistant
Canadian Valley Technology Center Central Michigan University XXX Requested to be added 5-15-06	Susan Wosher	1401 Michigan Ave., Chickasha, OK 73018	405-224-7220	imvalke@ctvtech.org (updated 12/04) swpoller@ctvtech.edu (updated 9/4/2009)	Account Executive, Business Operations Coordinator, Sales Assistant Account Executive, Business Operations Coordinator, Sales Assistant
Cherokee Nation Employment	Dyenne Jones	707 S. Houston, Ste 303, Tulsa, OK 74127	918-596-7818	Updated contact: marde@ctulsa.ok.us djones@ctulsa.ok.us wendimonsen@okstate.edu pc.sweeney@okstate.edu (updated 12/04)	Account Executive, Business Operations Coordinator, Sales Assistant Account Executive, Business Operations Coordinator, Sales Assistant
Department of Human Rights Updated contact 7/31/08	Margo Barnes	P. O. Box 23552, Oklahoma City, OK 73125	405-521-6130	dougubh@mailletc.eock.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Department of Human Services	Donna Gough	1100 E. 14th St., Ada, OK 74820	580-332-8000	indornada@yahoo.com and m.deustina@emerson.edu and Matthew_Cardin@emerson.edu (3/15/07)	Account Executive, Business Operations Coordinator, Sales Assistant
East Central University	Mary Brundage	113 Gray Street, Arlington, MA 02476	781-646-1077	mbrundage@francistitle.com	Account Executive, Business Operations Coordinator, Sales Assistant
Emerson College XXX Requested to be added 5-15-06	Karla Patten	12777 N. Rockwell Ave., OKC 73142	405-717-7799	admhl@tulshispanicchamber.com	Account Executive, Business Operations Coordinator, Sales Assistant
Francis Tuttle Voc-Tech Center	Marilyn Burr Updated contact 7/31/08 C Center	10802 E. 21 St., Ste. A, Tulsa, OK 74147	918-664-5326	marilyn.burr@che.state.ok.us	Account Executive, Business Operations Coordinator, Sales Assistant
Greater Tulsa Hispanic Chamber of Commerce	Paula Gustin	2401 N.W. 29th, Ste 90, OKC 73107	405-521-3756	11-11-08: jobs posted online www.collegecentral.com	Account Executive, Business Operations Coordinator, Sales Assistant
Handicapped Concerns Office	Dan Noves	2000 W. University St., Silvan Springs, AR 72761	479-524-7263	pgustin@journalbizcaststation.com	Account Executive, Business Operations Coordinator, Sales Assistant
John Brown University Updated contact 7/31/08	Laura Knoll	702 E. Capitol Dr., Milwaukee, WI 53212	402-593-2751	knoll@ou.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Journal Broadcast Group RGOU/KROU (updated contact on 6/22/07 per phone conversation)	D Hall	O.U. Kaufman Hall, Room 339, Norman, OK 73019	405-325-3388	dhall@ctulsa.ok.us	Account Executive, Business Operations Coordinator, Sales Assistant
Mayor's Commission of Human Rights	Gosse P.ressley Updated 7/31/08: Kara Landours Janice Falter (9/4/09)	1900 Springlake Dr., OKC 73111	405-424-8924	gpessley@airtech.org	Account Executive, Business Operations Coordinator, Sales Assistant
Meiko Technology Centers Midwestern State University (Mass Communications)	Kayn Brown	3410 Tall Blvd., Wichita Falls, TX 76308	940-397-4670	Updated 7/31/08: karla.landours@mtwsu.edu jalfis.sallan@mtwsu.edu (updated 9/4/2009)	Account Executive, Business Operations Coordinator, Sales Assistant
Mississippi State University XXX Requested to be added 5-17-05	Anne-Marie Gaines	PO Box PE1190 McGonnas Hall, Mississippi State, MS 39762	662-325-7952	knowlton@comm.msstate.edu	Account Executive, Business Operations Coordinator, Sales Assistant
NAACP Tulsa Branch	Debrah Joe	205 E. Pine, Tulsa, OK 74106	918-592-7889	naacp@okscs.com	Account Executive, Business Operations Coordinator, Sales Assistant
Native American Employment & Training XXX Requested to be added 12-21-04 (changed contact 6/21/07) Removed 9/8/2009, contact no longer exists.	Gayle Anderson	3934 E. Admiral Place North, Tulsa, OK 74119	918-934-8800	delbert_love@yahoo.com	Account Executive, Business Operations Coordinator, Sales Assistant
Northwestern State University (Changed from e- mail to web page effective 4/4/2007)	Gayle Anderson	800 N. Grand, Tahlequah, OK 74464	918-456-5511	Postings Online: www.nsuok.edu/careerservices . Login: Gann Bhan. Password: nhg91	Account Executive, Business Operations Coordinator, Sales Assistant
Ohio & Illinois Centers for Broadcasting XXX Requested to be added 4-03	Gay James	55 W. 22nd, Ste 240, Lombard, IL 60148	216-447-9117	gary@ibcnet.com	Account Executive, Business Operations Coordinator, Sales Assistant

Tulsa EEO Contact List
2009-2010

Organization	Contact	Address	Telephone #	E-mail Address	Jobs Sent
Okl. Assn. of Black Journalists	Charles Shephard	P O Box 13005, OKC 73113	405-475-5265	cshephard@theast.com	Account Executive, Business Operations Coordinator, Sales Assistant
Oklahoma Association of Broadcasters		6520 N. Western, Ste 104, OKC 73116	405-948-0771	www.oabok.org	Account Executive, Business Operations Coordinator, Sales Assistant
Oklahoma City University	Lynette Martin	2501 N. Blackwelder, OKC 73106	405-521-5000	lmartin@okcu.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Oklahoma Hispanic Professional Assoc ***Removed 9/8/2009, contact no longer exists.	Employment	2800 W. Gore Blvd., Lawton, OK 73505	580-581-2200	lenamyd@camercon.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Oklahoma Panhandle State University	Christi Hale	P O Box 430, Goodwell, OK 73939	580-349-2611	alhale@pansu.edu (updated 12/04)	Account Executive, Business Operations Coordinator, Sales Assistant
Oklahoma State University-Media Ethics & Political Communication	Paul Sneyak	219 Student Union, Stillwater, OK 74078	800-233-5019	jobs@pansu.edu (updated 8/5/05)	Account Executive, Business Operations Coordinator, Sales Assistant
Oklahoma State University	Tina Ahern	219 Student Union, Stillwater, OK 74078	800-233-5019	smeyak@okstate.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Oklahoma Wesleyan University		2201 Silver Lake Rd, Bartlesville, OK 74006	800-489-6292	postals@hiresunquads.com. Efr. 9/4/2009 post online: www.hiresunquads.com	Account Executive, Business Operations Coordinator, Sales Assistant
Oral Roberts University	Evan Culp	7777 S. Lewis, Tulsa, OK 74171	918-495-6518	eculp@oru.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Oral Roberts University	John Brown	7777 S. Lewis, Tulsa, OK 74171	918-495-6518	carreers@oru.edu	Account Executive, Business Operations Coordinator, Sales Assistant
OU School of Journalism	John Brown	395 W. Lindsey, Norman, OK 73019	405-325-2721	jobs@ou.edu (updated 8/04)	Account Executive, Business Operations Coordinator, Sales Assistant
Rogers State University	Updated 7/31/08: Steve Doyle	6420 S. E. 15th St., Midwest City, OK 73110	405-733-7373	Updated 7/31/08: sdoyle@rsu.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Updated contact 7/31/08	Alan Lambert	1701 W. Will Rogers Blvd, Claremore, OK 74017	800-256-7511	alambert@rsu.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Rose State College	Brenda Wright	6420 S. E. 15th St., Midwest City, OK 73110	580-745-2060	jobplacement@rosa.edu (contact & e-mail changed 4/05)	Account Executive, Business Operations Coordinator, Sales Assistant
Southeastern Oklahoma State University	Scott Hensley	1405 N. 4th, Durant, OK 74701	F. 580-745-7486	phensley@seou.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Southern Nazarene University	Chris Peterson	6729 N.W. 39th Expressway, Bethany, OK 73008	405-789-6400	mike@snun.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Updated Contact 7/31/08:	Tiffany Hawkins			peterson@snun.edu (Updated 9/4/2009)	Account Executive, Business Operations Coordinator, Sales Assistant
Southwestern Okla. State University	Vanessa Bailey	100 Campus Dr., Weatherford, OK 73096	580-772-6611	Updated contact 7/31/08: thawkins@swosu.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Updated contact 7/31/08	Vanessa Bailey			vanessa.bailey@swosu.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Tulsa Community College	Amanda Edwards, Kelly Scarf and Maria McGrew	900 S. Boston Ave., Tulsa, OK 74119	918-595-7608	aedwards@tulsaacc.edu, kscarf@tulsaacc.edu and mcmcgrew@tulsaacc.edu, www.collegecentral.com/tulsaacc (post on website effective 2/8/05)	Account Executive, Business Operations Coordinator, Sales Assistant
Tulsa Help Wanted Website	Marie Vignogna	One Civic Center Plaza, Suite 506, Poughkeepsie, NY 12601	800-365-8930	www.tulshelpwanted.com	Account Executive, Business Operations Coordinator, Sales Assistant
Updated contact on 7/31/08:	Updated: 7/31 Warren Unlicker Dennis Curnigton	William Center Tower II, Two W. 2nd St., Ste 150, Tulsa, OK 74103	918-585-1201	Updated on 7/31/08: warren.unlicker@tulsaehelpwanted.com	Account Executive, Business Operations Coordinator, Sales Assistant
Tulsa Metro Chamber	Employee Placement	P O Box 477200, Tulsa, OK 74147	918-828-5000	dennis.curnigton@tulsaehelpwanted.com	Account Executive, Business Operations Coordinator, Sales Assistant
Tulsa Technology Center	Licia Kellerstrass	P O Box 477200, Tulsa, OK 74147	918-828-5000	lkeller@tulsaacc.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Tulsa Technology Center	Paul Stewart	P O Box 477200, Tulsa, OK 74147	918-828-5000	pkeller@tulsaacc.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Tulsa Technology Center	Paul Stewart	P O Box 477200, Tulsa, OK 74147	918-828-5000	pkeller@tulsaacc.edu	Account Executive, Business Operations Coordinator, Sales Assistant
Tulsa Urban League	Eta Shelton	240 E. Apache St., Tulsa, OK 74106	918-584-0001	pkeller@tulsaacc.edu	Account Executive, Business Operations Coordinator, Sales Assistant
University of Central Oklahoma	Lauri Hanna	100 N. University Dr., Edmond, OK 73034	405-974-2000	21/2109; careers@uco.edu	Account Executive, Business Operations Coordinator, Sales Assistant
University of Colorado at Boulder XXX	Beth Gaeddert	1511 University Ave, 478 UCB Bolder, CO 80309	303-492-0460 PH 303	Elizabetht.gaeddert@colorado.edu	Account Executive, Business Operations Coordinator, Sales Assistant
University of Iowa XXX Requested to be added 5-27-03		24 Phillips Hall, Iowa City, IA 52242	319-335-1023	Will only accept postings that require a college degree. www.mylifejobs.com/usa/employer	Account Executive, Business Operations Coordinator, Sales Assistant
University of North Texas XXX Requested to be added 5-17-05	Phyllis Stearn	PO Box 310589 Denton, TX 76203	940-585-2565	stearn@unt.edu	Account Executive, Business Operations Coordinator, Sales Assistant
University of Oklahoma	Kathy Adams	550 Pennington Oval, Norman, OK 73019	405-325-2151	kadam@ou.edu	Account Executive, Business Operations Coordinator, Sales Assistant
University of Tulsa	Shari Alexander	600 S. College, Tulsa, OK 74104	918-321-2000	shalex@tulsa.edu	Account Executive, Business Operations Coordinator, Sales Assistant

Tulsa EEO Contact List
2009-2010

Organization	Contact	Address	Telephone #	E-mail Address	Jobs Sent
University of Wisconsin-Oshkosh XXX Requested to be added 11-30-04	11-18-08: New contact is Justine Stokes AJ Folker	School of Radio, TV & Film, 800 Argona Blvd., Oshkosh, WI 54901	920-424-3133	11-18-08: New e-mail contact: stokesj@uwosh.edu folker@uwosh.edu	Account Executive, Business Operations Coordinator, Sales Assistant
YWCA - Women's Resources Center	Joyce King	1503 S. Denver, Tulsa, OK 74119	918-588-9393	king@wvca-tulsa.org	Coordinator, Sales Assistant Account Executive, Business Operations
Workforce Comanche Nation	Dorrea Victorian	584 NW Blingo Rd, HC 32, Box 1720, Lawton, OK 73507	877-492-4988	dvictor@lawcomn.net	Account Executive, Business Operations Coordinator, Sales Assistant
Workforce Oklahoma	Karen Baskerville	P O Box 52003, OKC 73152	405-557-0200	karen.baskerville@ossc.state.ok.us	Account Executive, Business Operations Coordinator, Sales Assistant

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KVOO, KFAQ, KXBL

Type of activity listed under Outreach Initiative worksheet: Attend Job Fair

Date of station participation: (on date; from date to date) October 28, 2009

Participating employees: Phillip Sutterfield and Jeanette Miller

Host/Sponsor of activity: the University of Tulsa

Brief description of activity and station participation: Advertising Job Fair At The University Of Tulsa Marketing Program To Attract Future Graduates Into The Field OF Broadcast.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KVOO, KFAQ, KXBL

Type of activity listed under Outreach Initiative worksheet: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

Date of station participation: (on date; from date to date) August 24-25, 2009

Participating employees: Amber Burchett

Host/Sponsor of activity: The Radio Advertising Bureau Was the Host of the Event in Dallas Texas.

Brief description of activity and station participation: The Training was about changes in radio, changes in radio advertising and helpful for women in general in a management role.

Tulsa Operations' Account Manager Amber Burchett was selected as a BMI Scholarship recipient for the RAB/BMI/MIW "Rising through the Ranks" Workshop, which was held in Dallas Texas. The two-day training seminar is dedicated to the support and advancement of women in radio sales management. Only 25 scholarships were awarded to this year's program. Amber brought back useful information to help the sales staff at Journal Broadcast Group-Tulsa.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KVOO, KFAQ, KXBL

Type of activity listed under Outreach Initiative worksheet: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

Date of station participation: (on date; from date to date) February, 11 2009- April, 22 2009
Held every Wednesday from 3-4pm.

Participating employees: Randy Bush led the sessions and it was open to all employees

Host/Sponsor of activity: Journal Broadcast Group- Tulsa and Randy Bush General Manager

Brief description of activity and station participation: Leadership and Management Sessions.

Topics covered:

Management Skills

Leadership Skills

People Skills

Professional and Personal Goal Setting

Managing Up and Down the Ladder

Expense Controls

Marketing and Branding

Programming 101

Sales/Sales Management 101

Personal Profiles- What's makes you tick

Shared Experiences/ Open discussions-Variou Topics