

EEO PUBLIC FILE REPORT

This report covers full-time recruitment data for the period from February 1, 2008 through January 31, 2009.

1) **Employment Unit:** Chisholm Trail Broadcasting Co. and Champlin Broadcasting, Inc.

2) **Unit Members (Stations and Communities of License):**

KCRC-AM – Enid, OK
KFXV-AM – Enid, OK
KXLS-FM – Lahoma, OK
KZLS-FM – Mustang, OK
KQOB-FM – Enid, OK
KNID-FM – North Enid, OK

3) **EEO Contact Information for Unit Members:**

Mailing address: P.O. Box 952 Enid, OK 73702	Telephone Number: (580) 237-1390
	Contact Person/Title: Ricky Roggow/Operations Manager
	E-mail Address: rroggow@knid.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. Account Executive	Enid News & Eagle Ad
2. News Director	Staatalent.com Website
3. Account Executive	Walk-in Applicant

KCRC-AM, KFXV-AM, KXLS-FM, KZLS-FM, KQOB-FM and KNID-FM are Equal Opportunity Employers.

5) Job Title: Account Executive (1)**Referral Source(s) of Hiree: Enid News & Eagle Ad**

(i) Organization Notified of Job Vacancy	Contact Person	Address:	Telephone: Fax:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Enid News & Eagle Newspaper Ad	Classified Ad Dept.	227 W. Broadway Enid, OK 73701	(580) 233-6600	3	No

5) Job Title: News Director (2)**Referral Source(s) of Hiree: Staatalent.com website**

(i) Organization Notified of Job Vacancy	Contact Person	Address:	Telephone: Fax:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
OAB Website	Nancy Struby	6520 N. Western Oklahoma City, OK 73116	(405) 848-0771	0	No
National Alliance of State Broadcasters Website	Suzanne Goucher	69 Sewell St. Augusta, ME	(207) 623-3870	0	No
Staatalent.com Website	Jon Chelesnik	26101 Del Ray Mission Viejo, CA	(949) 215-6713	4	No

5) Job Title: Account Executive (3)**Referral Source(s) of Hiree: Walk-in Application**

(i) Organization Notified of Job Vacancy	Contact Person	Address:	Telephone: Fax:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Walk-in Applicant				1	No

6) Total # of Interviewees Referred: For the period from February 1, 2008 through January 31, 2009, this Employment Unit interviewed 8 interviewees for full-time vacancies.

7) Supplemental Recruitment Initiatives: List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Station Tour

On December 4, 2008, the radio stations gave a tour to a group of students. The tour, led by the stations' Operations Manager, introduced the students to all of the Employees. The tour included descriptions of all jobs associated with a radio station and examples of what each employee does for the station as a whole. At the end of the tour, the students were brought into the Production Room where their voices were recorded and shown how digital editing is used to put them on the air.

(b) Initiative: Scout Tour

On December 14, 2008 the Operations Manager hosted a tour for a local scout group. Though tours are not usually given on a Sunday due to the lack of full-time employees in the stations, the tour was given because one of the part-time employees on the air is one of the groups Scout-Pack Parent. The tour included detailed descriptions of the employee jobs at the stations with examples of what they do. The group also recorded their voices in the Production Room and were on the air live with their Scout Dad.

(c) Initiative: Personnel Training

The licensees which comprise this Employment Unit provide regular training to their employees based on the job description of the employee. Account Executives receive sales training. Board Operators, as well as Programming Directors, meet together with the Chief Engineer to discuss technical operations and proper programming for on-air operations and upcoming Live Events. These ongoing efforts provide employees with the opportunity to develop their skills. Regular full-staff meetings are also held to acquaint both programming and sales with what is going on in each department of the stations.