

**Annual Equal Employment Opportunity Public File Report
For**

**KGOU-FM, Norman, Oklahoma
Licensee: The University of Oklahoma
For the Period February 1, 2016 through January 31, 2017**

This report is required by FCC Rules and Regulations and is placed into the KGOU public file and on the KGOU web page on February 1, 2017. Questions about this report can be sent to the General Manager, KGOU Radio, The University of Oklahoma, Copeland Hall Room 300, 860 Van Vleet Oval, Norman, OK, 73019.

1. Full Time Vacancies Filled.

During the time period for this report, KGOU had two full time positions open and filled.

**2. Person Hired by Vacancy, Recruitment Source
Persons Interviewed by Vacancy, Recruitment Sources**

Vacancy: KGOU Development Staff Assistant (Staff Assistant II) (July 2016 to October 2016)

1. Name of organization: University of Oklahoma Personnel Department/OU Jobs Listing Web Site (<https://jobs.ou.edu>)
 - a. Address: NEL Building, University of Oklahoma, Norman, OK, 73109
 - b. Name of contact: Teresa Monnard
 - c. Telephone: 405-325-1826
 - d. Total number of applicants interviewed: 5
 - e. Applicant hired from this source: 1

2. Name of organization: KGOU Radio Web Page
 - a. Address: Copeland Hall, Room 300, The University of Oklahoma, Norman, OK 73019
 - b. Name of contact: Laura Knoll
 - c. Telephone: 405-325-0022
 - d. Total number of applicants interviewed: 0

3. Name of organization: Other/Listserve/Personal reference
 - a. Address: NA
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 0

Vacancy: KGOU General Manager (Media Specialist III) (August 2016 through October 2016)

1. Name of organization: University of Oklahoma Personnel Department/OU Jobs Listing Web Site (<https://jobs.ou.edu>)
 - a. Address: NEL Building, University of Oklahoma, Norman, OK, 73109
 - b. Name of contact: Teresa Monnard
 - c. Telephone: 405-325-1826
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

2. Name of organization: KGOU Radio Web Page
 - a. Address: Copeland Hall, Room 300, The University of Oklahoma, Norman, OK 73019
 - b. Name of contact: Laura Knoll
 - c. Telephone: 405-325-0022
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

3. Name of organization: CPB Jobs Listing web site (<http://www.cpb.org/jobline/>)
 - a. Address: 401 Ninth Street, NW, Washington, DC 20004-2129
 - b. Name of contact: NA
 - c. Telephone: 202-879-9600
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

4. Name of organization: National Association of Black Journalists
 - a. Address: 1100 Knight Hall, Suite 3100, College Park, Maryland 20742
 - b. Name of contact: NA
 - c. Telephone: (800) 491-8833-1005
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

5. Name of organization: National Association of Hispanic Journalists
 - a. Address: 1050 Connecticut Avenue NW, 10th Floor, Washington, DC 20036
 - b. Name of contact: NA
 - c. Telephone: (202) 662-7145
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

6. Name of organization: Asian American Journalists Association
 - a. Address: 5 Third Street, Suite 1108, San Francisco, California 94103
 - b. Name of contact: NA
 - c. Telephone: (415) 346-2051
 - d. Total number of applicants interviewed: 0

- e. Hired from this source: 0
7. Name of organization: Native American Journalists Association
- a. Address: 395 W. Lindsey St., Norman, OK, 73019-4201
 - b. Name of contact: Rebecca Landsberry
 - c. Telephone: (405) 325-9008
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
8. Name of organization: Current Magazine
- a. Address: 1612 K St., N.W., Suite 704, Washington, DC 20006
 - b. Name of contact: NA
 - c. Telephone: 202-463-7055
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
9. Name of organization: MediaBistro, Inc.
- a. Address: 475 Park Avenue South, 4th Floor, New York, New York 10016
 - b. Name of contact: NA
 - c. Telephone: 212-389-2000
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
10. Name of organization: JournalismJobs.com
- a. Address: <http://www.journalismjobs.com>
 - b. Name of contact: NA
 - c. Telephone: 510-653-1521
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
11. Name of organization: Oklahoma Association of Broadcasters
- a. Address: www.oabok.org/jobbank
 - b. Name of contact: Nancy Struby
 - c. Telephone: 405-848-0771
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
12. Name of organization: Other/Listserve/Personal reference/Social media
- a. Address: NA
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 4
 - e. Hired from this source: 0

13. Name of organization: Agency Referral (Livingston Associates)
- a. Address: 3000 Chestnut Avenue, Suite 208, Baltimore, MD 21211
 - b. Name of contact: Tom Livingston
 - c. Telephone: 410-243-1974
 - d. Total number of applicants interviewed: 6
 - e. Hired from this source: 1

3. List and Description of Longer-Term Recruitment Initiatives Implemented During the Previous Year

KGOU has 14 full time employees. As of January 31, 2017, two full time positions are vacant, but each position is in the process of being filled.

A. College Intern Program:

Date: February 1, 2016 – January 31, 2017 at the KGOU Radio Offices and Studios, Copeland Hall, Room 300, The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide them skills and experiences. The internships focused on the areas of audio production, announcing, and station operations.

Scope of Involvement: Host intern and practicum from the Gaylord College of Journalism and Mass Communication at The University of Oklahoma who are majoring in broadcasting through JMC 3011 for one class credit. During this reporting period (Spring and Fall 2016 semesters) KGOU hosted four (4) students in these classes at 80 hours for each student.

Personnel Involved: Karen Holp, General Manager; Jim Johnson, Program Director; Brian Hardzinski, Operations Director, Jacob McClelland, News Director.

B. Programs with Educational Institutions Relating to Career Opportunities in Broadcasting:

Date: February 1, 2016 – January 31, 2017 at the KGOU Radio Offices and Studios, Copeland Hall, Room 300, The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide them skills and experiences. The focus is strictly on news reporting and students created a radio news magazine that was aired on KGOU Radio.

Scope of Involvement: Host students from the Gaylord College of Journalism and Mass Communication at The University of Oklahoma who are majoring in broadcasting for 3 class credit hour course through JMC 3653, section 1, "Radio News." During this reporting period (Spring and Fall 2016 semesters) KGOU hosted one (1) student at an average of 240 hours.

Personnel Involved: Karen Holp, General Manager; Jim Johnson, Program Director; Brian Hardzinski, Operations Director; Jacob McClelland, News Director.

C. Training Program for Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions/College Student Employment

Date: February 1, 2016 – January 31, 2017 at the KGOU Radio Offices and Studios, Copeland Hall, Room 300, The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide them skills and experiences through formal part-time, paid staff positions. Areas of work included production/operations, development/public relations and news reporting.

Scope of Involvement: Students competitively applied for up to 4 positions:

1. one development assistant; the position was for the spring months and was responsible for record keeping of donor information, preparing announcements for broadcast, producing those announcements and other organizational work regarding fundraising activities.
2. one operations assistant; the position is for 12 months, who writes and announces public service announcements for local non-profit groups in the station's service area that run each day.
3. one news assistant position that is for 9 months, who researches and produces audio news and public interest stories, and hosts 5 different radio news magazines each semester.
4. one news assistant that is for 12 months, who writes and announces local newscasts, weather and traffic for either a midday or evening drive time.
5. one production assistant that was for the fall semester, and assists with the audio recording of local live music performances, and handles audio post-production and editing.

Students selected work 20 hours per week (on the average) at \$8.50-\$9.00 per hour. Students are generally selected from different areas of the University of Oklahoma. During the regular semesters of Spring 2016, KGOU had four (4) students in this program, during the summer of 2016, KGOU had two (2) students employed, and in the Fall 2016, KGOU had two (2) students in this program. As students graduate or leave their position for whatever reason, other OU students are selected for training.

Personnel Involved: Karen Holp, General Manager; Jim Johnson, Program Director; Brian Hardzinski, Operations Director; Jolly Brown Pugh, Development Director.

D. Hosting Job Fairs

D-1. On October 21, 2016, the University of Oklahoma, through its College Of Journalism and Mass Communication, hosted the "Broadcasting Career Fair" from 1:30 pm until 3:30 pm. The fair included a range of radio, television and other media organizations who presented information about their job openings. KGOU staff participated in this job fair and presented information related to opportunities at KGOU (listed above) and to the longer-term employment opportunities in public broadcasting in the United States, including job listings from the Job Board at the Corporation for Public Broadcasting.

E. Participation in other programs designed to promote outreach generally

E-1. On August 30, 2016, from 11:30 am to 1:00 pm, KGOU participated in the Gaylord College of Journalism and Mass Communication Involvement Fair at the University of Oklahoma. During the Involvement Fair, freshman journalism students were introduced to student clubs and campus organizations, including KGOU.

E-2. On November 18, 2016, KGOU General Manager Dick Pryor served as emcee for the Sixth Annual Next Gen Under 30 Awards Ceremony at the Cox Convention Center in Oklahoma City. The event recognized 344 young professionals under the age of 30 for their accomplishments in Arts, Education, Energy, Finance, Healthcare, Hospitality, Law, Manufacturing, Industry, Agriculture, Media, Non-Profit Organizations, Policy and Public Service, Public Relations, Marketing, Advertising, Retail and E-Commerce, Science, Technology, Engineering, Sports and Fitness and Tribal Government Gaming. The keynote speaker was former Oklahoma 4th District Congressman J.C. Watts.

E-3. The 5th Grade Classic Reader's clubs at McKinley Elementary School in Norman, Oklahoma, led by teacher Stephanie Hopper, visited the studios on May 3, 2016 from 3:30 – 4:30 p.m. General Manager Karen Holp gave them a tour of the station and coached them on announcing. Chief Engineer Patrick Roberts recorded their performance, which was edited and delivered to the students on May 11, 2016.

F. Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions

F-1. On March 31, 2016, KGOU participated in the Oklahoma Association of Broadcasters (OAB) Education Foundation Student Day Career Fair at the Hard Rock Hotel in Tulsa. There were 152 students in attendance, representing:

- Bacone College
- Cameron University
- Langston University
- Northern Oklahoma College
- Northwestern Oklahoma State University
- Oklahoma Baptist University
- Oklahoma Christian University
- Oklahoma City Community College
- Oklahoma City University
- Oklahoma State University
- Rogers State University
- University of Central Oklahoma
- University of Oklahoma