

**PERRY BROADCASTING OF LAWTON, INC.  
&  
PERRY BROADCASTING OF SOUTHWEST OKLAHOMA, INC.  
ANNUAL EEO PUBLIC FILE REPORT**

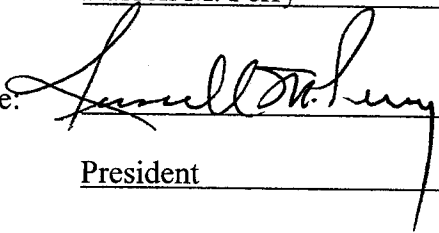
**ANNUAL EEO PUBLIC FILE REPORT**

For the Period Beginning February 1, 2004 and Ending January 31, 2004\*

**This Report is Not Required If Unit Has Fewer Than Five Full-Time Employees.**

This Report consists of:

Part 1            Station Information  
Part 2            Recruitment sources/interviewees for each full-time vacancy  
Part 3            Recruitment initiatives

Preparer:        Russell M. Perry  
Signature:   
Title:            President  
Date:             January 27, 2005  
Telephone:      (405) 424-4695

\*This Report, which usually covers the prior 12-month period, is to be placed in each station's public file and web site (if applicable) every year on the anniversary of the due date of the station's renewal application.

**PART I**

This Report covers the following employment unit of Perry Broadcasting of Lawton, Inc.

<u>Call Sign</u>	<u>AM/FM</u>	<u>FACILITY ID#</u>	<u>COMMUNITY OF LICENSE</u>	<u>State</u>	<u>LMA</u>
KJMZ	FM	35031	Lawton	OK	
KKRX	AM	61593	Lawton	OK	
KXCA	AM	50213	Lawton	OK	

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this Report.

A total of 5 full time job vacancies were filled by the employment unit.

A total of 26 persons were interviewed for all of the full-time vacancies.

**PART 2**

**FULL TIME VACANCY #1**

Job Title: Receptionist/Traffic Assistant

Date Filled: June 14, 2004

Total Number of Interviewees: 6

**Recruitment Sources:<sup>1</sup>**

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>	<u>Number of Interviewees Referred</u>
1. KJMZ-FM	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	3
2. KKRX(AM)	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	
3. Lawton Constitution	102 SW 3rd Lawton, OK	Classified	(580) 353-0620	3*

(add more sources if utilized)

<sup>1</sup> A source with an (\*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

**PART 2**

**FULL TIME VACANCY #2**

Job Title: Receptionist/Traffic Assistant

Date Filled: July 26, 2004

Total Number of Interviewees: 4

**Recruitment Sources:**<sup>2</sup>

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>	<u>Number of Interviewees Referred</u>
1. KJMZ-FM	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	3*
2. KKRX (AM)	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	
3. Lawton Constitution	102 SW 3rd Lawton, OK	Classified Ads	(580) 353-0620	1

(add more sources if utilized)

**USE ADDITIONAL PAGES IF MORE THAN TWO VACANCIES WERE FILLED DURING THE PERIOD COVERED BY THIS REPORT.**

<sup>2</sup> A source with an (\*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

**PART 2**

**FULL TIME VACANCY #3**

Job Title: Receptionist/Traffic Assistant

Date Filled: January 10, 2005

Total Number of Interviewees: 11

**Recruitment Sources:**<sup>3</sup>

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>	<u>Number of Interviewees Referred</u>
1. KJMZ-FM	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	5
2. KKRX (AM)	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	
3. Lawton Constitution/ Job Fair	102 SW 3rd Lawton, OK	Classified Ads	(580) 353-0620	1
4. Internet/Web Page	<u>www.kjmz.com</u>	Joy Chapman	580-355-1050	
5. Referral		Rick Chapman	580-248-5206	1*

(add more sources if utilized)

**USE ADDITIONAL PAGES IF MORE THAN TWO VACANCIES WERE FILLED DURING THE PERIOD COVERED BY THIS REPORT.**

<sup>3</sup> A source with an (\*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

**PART 2**

**FULL TIME VACANCY #4**

Job Title: Account Executive

Date Filled: March 16, 2004

Total Number of Interviewees: 4

**Recruitment Sources:**<sup>4</sup>

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>	<u>Number of Interviewees Referred</u>
1. KJMZ-FM	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	5*
2. KKRX (AM)	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	
3. Lawton Constitution	102 SW 3rd Lawton, OK	Classified Ads	(580) 353-0620	

(add more sources if utilized)

**USE ADDITIONAL PAGES IF MORE THAN TWO VACANCIES WERE FILLED DURING THE PERIOD COVERED BY THIS REPORT.**

<sup>4</sup> A source with an (\*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

**PART 2**

**FULL TIME VACANCY #5**

Job Title: Account Executive

Date Filled: March 24, 2004

Total Number of Interviewees: 5

**Recruitment Sources:**<sup>5</sup>

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>	<u>Number of Interviewees Referred</u>
1. KJMZ-FM	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	5*
2. KKRX (AM)	1525 SE Flowermound Rd. Lawton, OK	Joy Chapman	(580) 355-1050	
3. Lawton Constitution	102 SW 3rd Lawton, OK	Classified Ads	(580) 353-0620	

(add more sources if utilized)

**USE ADDITIONAL PAGES IF MORE THAN TWO VACANCIES WERE FILLED DURING THE PERIOD COVERED BY THIS REPORT.**

<sup>5</sup> A source with an (\*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

**PART 3**

**SUPPLEMENTAL RECRUITMENT INITIATIVES**

**ACTIVITY #1<sup>6</sup>**

Activity: Joy Chapman attended an EEO Rules and Regulations seminar at the Oklahoma Association of Broadcasters conference in Oklahoma City, Oklahoma.

Date: April 2, 2004

Preparer: \_\_\_\_\_

Host/Sponsor of Activity: Oklahoma Association of Broadcasters

Participating Station Personnel: Joy Chapman

Description of activity and scope of station participation: Attended a meeting on the new rules and regulations of the Federal Communications Commission regarding EEO.

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<sup>6</sup> If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this Report).

**PART 3**

**SUPPLEMENTAL RECRUITMENT INITIATIVES**

**ACTIVITY #2<sup>7</sup>**

Activity: Internship

Date: September 7, 2004 through December 7, 2004 Preparer: \_\_\_\_\_

Host/Sponsor of Activity: Cameron University

Participating Station Personnel: Tony Foster

Description of activity and scope of station participation: Student participated in class activity to earn college credit by working at Perry Broadcasting as a Disc Jockey.

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<sup>7</sup> If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this Report).

**PART 3**

**SUPPLEMENTAL RECRUITMENT INITIATIVES**

**ACTIVITY #3<sup>8</sup>**

Activity: Station Tours

Date: June, July and August of 2004 Preparer: \_\_\_\_\_

Host/Sponsor of Activity: Perry Broadcasting of Lawton, Inc. and Perry Broadcasting of Southwest Oklahoma, Inc.

Participating Station Personnel: Joy Chapman (General Manager), Tony Foster and Carliss Jenkins

Description of activity and scope of station participation: Each year the Fort Sill Youth Services visits our studios with children from 5 years to 12 years of age. The children are given a tour of our facilities and given a chance to speak on the radio. In addition the children, as a group, record a station drop. We tell the children to listen to the station on the way back to Youth Services and then we play the drop so the children can hear themselves on the radio.

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<sup>8</sup> If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this Report).

**PART 3**

**SUPPLEMENTAL RECRUITMENT INITIATIVES**

**ACTIVITY #4<sup>9</sup>**

Activity: Job Fair

Date: December 11, 2004 Preparer: \_\_\_\_\_

Host/Sponsor of Activity: Perry Broadcasting of Lawton, Inc. and Perry Broadcasting of Southwest Oklahoma, Inc.

Participating Station Personnel: Joy Chapman (General Manager), Tony Foster (Assistant Program Director), Joe Wilson, James Miller, Greg Polite

Description of activity and scope of station participation: A job fair was held on December 11, 2004, at 1525 S.E. Flowermound Road, Lawton, Oklahoma (at our radio stations) from 11 a.m. until 2 p.m. The Perry Broadcasting Job Fair was held in an effort to recruit and introduce the community to Perry Broadcasting, and a career in the broadcast field. Each participant was interviewed by either Joy Chapman and/or Tony Foster. The participants interested in on-air positions were given the opportunity to do an air check. Everyone was given a tour of the office and studio's by the air personalities on hand. We had a total of 14 people attend the job fair.

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