

**Perry Broadcasting Publishing & Broadcasting Inc.**  
**Annual EEO Public File Report**

This report covers full-time vacancy and recruitment data for the period of March 10<sup>th</sup> 2003 through January 31<sup>st</sup>, 2004\*

This report consists of:

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

**Employment Unit:** Perry Publishing & Broadcasting Inc. Oklahoma City

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

KVSP-AM – Oklahoma City, OK  
KJMM-FM – Bixby, OK  
KGTO-AM – Tulsa, OK  
KJMZ-FM – Lawton, OK  
KKRX-AM – Lawton, OK  
KXCA-AM – Lawton, OK  
KKEN-FM – Duncan, OK  
KDDQ-FM – Comanche, OK  
KPNS-AM – Duncan, OK

**EEO Contact Information for Unit Member:**

**Mailing Address:**

Perry Broadcasting  
1457 NE 23<sup>rd</sup> St.  
Oklahoma City, OK 73111

**Telephone Number:**

405-425-4100  
Contact person/Title: Maurice Prince/Business Manager  
E-mail Address: [mprince@kvsp.com](mailto:mprince@kvsp.com)

**Full-Time Job Vacancies Filled By Each Station in the Employment Unit.**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. General Manager	None
2. Sales Manager	None
3. Program Director	None
4. Music Director	None
5. Account Executives	Internal/Client Referral
6. On Air Talent	Internal/Client Referral
7. Engineer	None
8. Traffic Director	None

9. Business Manager	None
10. Receptionist	Internal/Client Referral
11. Administrative Assistant	Internal/Client Referral
12. Traffic Manager	Internal/Client Referral
13. Promotions Director	None
14. Promotions Manager	None

**Positions Available and Agencies Used For Recruitment (# of Applicants Total in parenthesis)**

<b>Job Title:</b> On Air Talent: (20)	<b>Referral Source(s) of Hire:</b> KKEN, KDDQ, Duncan Banner, KJMZ/KKRX
<b>Job Title:</b> Administrative Assistant (10)	<b>Referral Source(s) of Hire:</b> KJMM/KGTO, Tulsa World
<b>Job Title:</b> Receptionist (52)	<b>Referral Source(s) of Hire:</b> KKEN, Duncan Banner, The Black Chronicle, KVSP, Daily Oklahoman
<b>Job Title:</b> Account Executive (35)	<b>Referral Source(s) of Hire:</b> KJMZ, KKEN, Lawton Constitution
<b>Job Title:</b> News Director (6)	<b>Referral Source(s) of Hire:</b> KVSP
<b>Job Title:</b> Traffic Assistant (40)	<b>Referral Source(s) of Hire:</b> The Black Chronicle, KVSP, Daily Oklahoman

**Referral Agencies:**

**The Lawton Constitution**  
102 SW 3<sup>rd</sup>  
Lawton, OK

**KJMZ/KKRX**  
1525 SE Flowermound Rd.  
Lawton, OK

**KKEN**  
1701 West Pine  
Duncan, OK

**KVSP**  
1457 NE 23<sup>rd</sup> St.  
Oklahoma City, OK

**The Black Chronicle Newspaper**  
1528 NE 23<sup>rd</sup> St.  
Oklahoma City, OK

**Daily Oklahoman**  
9000 Broadway Ext.  
Oklahoma City, OK

**The Tulsa World**  
318 S. Main  
Tulsa, OK

**KJMM/KGTO**  
7030 S. Yale, Suite 302  
Tulsa, OK

**The Duncan Banner**  
1001 Elm  
Duncan, OK

**KDDQ**  
1701 West Pine  
Duncan, OK

## Supplemental Recruitment Initiatives

### **(A1) Initiative: Recruitment through USAO College**

On March 3, 2003 and August 8, 2003, Perry Publishing & Broadcasting Program Director Terry Monday spoke with professors at USAO College in Chickasha, OK in reference to recruitment of On-Air Personalities for radio stations in Duncan and Anadarko. The Communications Professor is J.D. Casey. Mr. Monday spoke with Mr. Casey about the recommendation of students within his program for internships with Perry Broadcasting of Southwest, Oklahoma Inc.

### **(A2) Initiative: Recruitment through Cameron University**

Several times during 2003, Perry Publishing & Broadcasting Program Director Terry Monday spoke with professors at Cameron University in Lawton, OK in reference to recruitment of On-Air Personalities for radio stations in Perry Broadcasting of Southwest, Oklahoma Inc. The Communications Professor is Mr. Mark Norman. Mr. Monday spoke with Mr. Norman about the recommendation of students within his program for internships with Perry Broadcasting of Southwest, Oklahoma Inc.

### **(B) Initiative: Internship Program**

Perry Publishing & Broadcasting Inc. offers internships in all departments at its radio stations, with an emphasis in the programming and sales departments. The internships continue throughout the year and are offered for semester-long periods. The interns come from a variety of sources, including Langston University, University of Oklahoma, Oklahoma State University, Cameron University, USAO College, American Broadcasting School, University of Tulsa, and The University of Central Oklahoma. Most interns are college students and receive college credits for the internship. Station Personnel oversee each intern and evaluate their performance. All interns receive training and the experience and understanding needed to have a successful career in the broadcast industry. Perry Publishing & Broadcasting Inc. reserves the right to turn away anyone applying for an internship based on availability. Perry Publishing & Broadcasting Inc. does not discriminate based on gender, race, or age.