

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

**FOR EMPLOYMENT UNIT**

**KJMZ – FM  
KKRX (AM)  
KXCA (AM)**

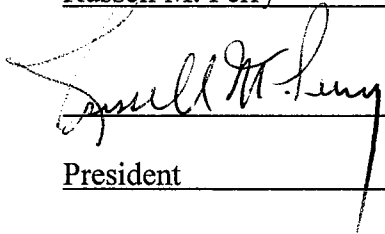
**ANNUAL EEO PUBLIC FILE REPORT**

For the Period Beginning February 1, 2007 and Ending January 31, 2008\*

**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 29, 2008  
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 1

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>
KJMZ	FM	35031	Cache, 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 four (4) full-time vacancies were filled by the employment unit.

A total of fourteen (14) people were interviewed for the full-time vacancies.

**PART 2**

**FULL TIME VACANCY**

Job Title:       Full Time On-Air Personality  \_\_\_\_\_

Date Filled:     September 5, 2007  \_\_\_\_\_

Total Number of Interviewees:             2          \_\_\_\_\_

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>
PPPB Website	WWWeb	T.J. Peterson IT Tech Dept.	405-601-5915	*1
KJMZ	1525 SE Flowermound Rd., Lawton, OK 73501	Joy Chapman	580-355-1050	0
In-House	1525 SE Flowermound Rd., Lawton, OK 73501	Joy Chapman	580-355-1050	1

(add more sources if utilized)

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<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**

Job Title: Account Executive \_\_\_\_\_

Date Filled: March 5, 2007 \_\_\_\_\_

Total Number of Interviewees: \_\_\_\_\_ 4 \_\_\_\_\_

**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>
KJMZ-FM, KXCA-AM, KKRX	1525 SE Flowermound Rd., Lawton, OK 73501	Joy Chapman	580-355-1050	2
KKEN-FM, KDDQ-FM, KPNS-AM	1525 SE Flowermound Rd., Lawton, OK 73501	Joy Chapman	580-355-1050	0
OAB Website	6520 N. Western Ste 104, OKC, OK 73116	Website	405-848-0771	0
Lawton Constitution	102 SW 3 <sup>rd</sup> , Lawton, OK	Classified Ads	580-353-0620	*2

(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

Job Title: Traffic Assistant \_\_\_\_\_

Date Filled: March 12, 2007 \_\_\_\_\_

Total Number of Interviewees: \_\_\_\_\_ 3 \_\_\_\_\_

#### 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>
KJMZ-FM	1525 SE Flowermound Rd., Lawton, OK 73501	Joy Chapman	580-355-1050	0
Lawton Constitution	102 SW 3 <sup>rd</sup> , Lawton, OK	Classified Ads	580-353-0620	*3
OAB Website	6520 N/ Western Ste 104, OKC, OK 73116	Website	405-848-0771	0

(add more sources if utilized)

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<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

Job Title: Administrative Assistant \_\_\_\_\_

Date Filled: April 27, 2007 \_\_\_\_\_

Total Number of Interviewees: \_\_\_\_\_ 5 \_\_\_\_\_

#### 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>
KJMZ-FM	1525 SE Flowermound Rd., Lawton, OK 73501	Joy Chapman	580-355-1050	0
Lawton Constitution	102 SW 3 <sup>rd</sup> , Lawton, OK	Classified Ads	580-353-0620	*5
OAB Website	6520 N. Western Ste 104, OKC, OK 73116	Website	405-848-0771	0

(add more sources if utilized)

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<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 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: Job Shadowing

Date: October 17, 2007

Participating Station Personnel: LaSenna Mackel (Disc Jockey)

Description of Activity: Maurice Tamlin participated in OK-TEEM Job Shadowing Day, which was held at Perry Broadcasting. Maurice sat with the DJ and learned the aspects of the daily DJ duties.

## **PART 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: Station Tour

Date: July 17, 2007

Participating Station Personnel: LaToya Poe (Receptionist)

Description of Activity: Cornerstone Clinical Services brought a client, Freddy Toehay, in for a tour of the station.

## **PART 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: Station Tour

Date: October 18, 2007

Participating Station Personnel: LaToya Poe (Receptionist)

Description of Activity: ABC Learning Center brought in 14 kids (Age range 7-13 years old) and 2 staff members for a tour of the station and to learn about radio.

## **PART 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: NAB Conference

Date: April 14 – 19, 2007

Participating Station Personnel: Joy Chapman (General Manager)

Description of Activity: Joy attended a Radio Management Conference in Las Vegas, Nevada.

## **PART 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: NAB Executive Development Program for Broadcasters

Date: July 14-17, 2007

Participating Station Personnel: Joy Chapman (General Manager)

Description of Activity: Joy attended an Executive Development Program At Georgetown University in Washington DC.

## **PART 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: Employment Law Seminar

Date: February 1, 2007

Participating Station Personnel: Joy Chapman (General Manager)

Description of Activity: Joy attended an Employment Law Seminar at Great Plains Technology Center in Lawton which consisted of an overview of ADA/FMLA/Workers' Compensation Issues, how to investigate workplace misconduct and an update on the Wage and Hour Law.

## PART 3

### SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity: Programming Class at University of Central Oklahoma

Date: February 5, 2007

Participating Station Personnel: Terry Monday (Program Director)

Description of Activity: Terry was invited to speak to a Programming class at the University of Central Oklahoma. The invitation came from Dr. David Nelson, Assistant Professor of Mass Communication and Vice President, Oklahoma Broadcast Education Association. He spoke to a class of 20 to 25 students about the day to day duties of an air talent with Perry Broadcasting. He covered hiring practices, benefits, procedures and duties required of an intern student and employee. He answered all questions as well as gave contact information for all radio stations: address, phone numbers and GM/PD contact names.

## **PART 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: Annual Athletics Career Fair

Date: February 13, 2007

Participating Station Personnel: Terry Monday (Program Director)

Description of Activity: Terry attended the Annual Athletics Career Fair at the University of Oklahoma. The career fair was held at the Kerr McGee Stadium on the 3<sup>rd</sup> Floor from 10:30am-3:30pm. The contact person was Cecil Rose who was the Career Development Coordinator. He spoke with over 100 students and collected more than 70 resumes.

## **PART 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: YMCA Career Enrichment Program

Date: September 30, 2007, October 14, 2007, October 28, 2007, November 11, 2007, December 16 & 30, 2007

Participating Station Personnel: Launa West (New Director/Tom Joyner Morning Show Producer)  
Josh Swicky (Assistant Production Director)

Description of Activity: Launa and Josh volunteered to teach broadcasting for the YMCA Career Enrichment Program. Launa and Josh taught classes at Oklahoma City University campus. During these classes Launa and Josh covered every aspect of radio as well as extended internship and employment opportunities with Perry Broadcasting through out the state of Oklahoma.

## **PART 3**

### **SUPPLEMENTAL RECRUITMENT INITIATIVES**

Activity: Radio Programming Class

Date: November 8, 2007

Participating Station Personnel: Terry Monday (Program Director)

Description of Activity: Terry was a speaker at a Radio Programming class at Cameron University. He was invited by Steve Adams, Director of Communications. During this class session he spoke to 19 students on all matters within the broadcasting industry and Perry Broadcasting. After his presentation, he left contact names, numbers and addresses for each station concerning internships and employment.