

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

**KGOU-FM, Norman, Oklahoma**

**Licensee: The University of Oklahoma**

**For the Period February 1, 2006 through January 31, 2007**

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, 2007. Questions about this report can be sent to the General Manager, KGOU Radio, The University of Oklahoma, Norman, OK, 73019.

**1. Full Time Vacancies Filled.**

During the time period for this report, KGOU had two full-time positions open and hired two full-time staff members.

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

**Vacancy: Business Manager (Financial Associate I) (April 2006)**

Recruitment Sources Used:

- A. Name of organization: University of Oklahoma Personnel  
Department/OU Jobs Listing Web Site
  - i. Address: NEL Building, University of Oklahoma, Norman, OK, 73109
  - ii. Name of contact: Teresa Monnard
  - iii. Telephone: 405-325-1826
  - iv. Total number of applicants interviewed: 3
  - v. Hired from this category: 1
  
- B. Name of organization: Daily Oklahoman Newspaper
  - i. Address: P.O. Box 25125, Oklahoma City, OK 73125
  - ii. Name of contact: arranged through Teresa Monnard at OU Personnel
  - iii. Telephone: 405-478-7171
  - iv. Total number of applicants interviewed: 0
  
- C. Name of organization: KGOU Radio Web Page
  - i. Address: Kaufman Hall, Room 339, The University of Oklahoma, Norman, OK 73019

- ii. Name of contact: Laura Knoll
- iii. Telephone: 405-325-0022
- iv. Total number of applicants interviewed: 0

- D. Name of organization: Public Broadcasting Management Association
  - i. Address: Post Office Box 50008, Columbia, SC 29250
  - ii. Name of contact: Chuck McConnell
  - iii. Telephone: 803-799-5517, ext. 123
  - iv. Total number of applicants interviewed: 0

**Vacancy: Chief Engineer (Media Specialist II) (December 2006)**

Recruitment Sources Used:

- A. Name of organization: University of Oklahoma Personnel Department/OU Jobs Listing Web Site
  - i. Address: NEL Building, University of Oklahoma, Norman, OK, 73109
  - ii. Name of contact: Teresa Monnard
  - iii. Telephone: 405-325-1826
  - iv. Total number of applicants interviewed: 0
- B. Name of organization: Daily Oklahoman Newspaper
  - i. Address: P.O. Box 25125, Oklahoma City, OK 73125
  - ii. Name of contact: arranged through Teresa Monnard at OU Personnel
  - iii. Telephone: 405-478-7171
  - iv. Total number of applicants interviewed: 1
  - v. Hired from this category: 1
- C. Name of organization: KGOU Radio Web Page
  - i. Address: Kaufman Hall, Room 339, The University of Oklahoma, Norman, OK 73019
  - ii. Name of contact: Laura Knoll
  - iii. Telephone: 405-325-0022
  - iv. Total number of applicants interviewed: 0
- D. Name of organization: Oklahoma Association of Broadcasters/Jobs Listing Web Site (<http://www.oabok.org>)
  - i. Address: 6520 N Western, Suite 104, Oklahoma City, OK 73116
  - ii. Name of contact: Carl Smith
  - iii. Telephone: 405-848-0771
  - iv. Total number of applicants interviewed: 0

- E. Name of organization: Society of Professional Engineers Jobs Web Page (<http://www.sbe.org>)
  - i. Address: 9102 North Meridian Street, Suite 150  
Indianapolis, IN 46260
  - ii. Name of contact: N/A
  - iii. Telephone: 317-846-9000
  - iv. Total number of applicants interviewed: 0
  
- F. Name of organization: Current Magazine
  - i. Address: 1612 K St., N.W., Suite 704, Washington, DC 20006
  - ii. Name of contact: N/A
  - iii. Telephone: 202-463-7055
  - iv. Total number of applicants interviewed: 0
  
- G. Name of organization: CPB Jobs Listing web site (<http://www.cpb.org/jobline/>)
  - i. Address: 401 Ninth Street, NW  
Washington, DC 20004-2129
  - ii. Name of contact: N/A
  - iii. Telephone: 202-879-9600
  - iv. Total number of applicants interviewed: 0
  
- H. Name of organization: The National Alliance of State Broadcasters Associations' CareerPage web site (<http://www.careerpage.org>)
  - i. Address: submissions made online but must be a member of a state broadcasters association to do so,  
([http://www.careerpage.org/jobbank/\\_admin.html](http://www.careerpage.org/jobbank/_admin.html))
  - ii. Name of contact: N/A
  - iii. Telephone: N/A
  - iv. Total number of applicants interviewed: 0
  
- I. Name of organization: Other/Unknown Sources of Applications
  - i. Total number of applicants interviewed: 2
  - ii. Total number of applications received: 2

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

**A. College Intern Program:**

Date: February 1, 2006 – January 31, 2007 at the KGOU Radio Offices and Studios, Kaufman Hall, Room 399 (Feb. 1, 2006-Nov. 17, 2006) and Office and Studios, Copeland Hall, Room 300 (November 18, 2006-January 31, 2007), The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide them skills and experiences. Areas of internships included production/operations, development/public relations and news reporting.

Scope of Involvement: host intern and practicum from the College of Journalism at The University of Oklahoma who are majoring in broadcasting for 1 credit hour each through JMC 3011, section 5. During this reporting period (Spring and Fall 2006 semesters) KGOU hosted 2 students at an average of 80 hours each.

Personnel Involved: Karen Holp, General Manager; Jim Johnson, Program Director; Scott Gurian, News Director, Kurt Gwartney, Operations Director; Jolly Brown, Director of Development.

### **B. College Intern Program:**

Date: February 1, 2006 – January 31, 2007 at the KGOU Radio Offices and Studios, Kaufman Hall, Room 399 (Feb. 1, 2006-Nov. 17, 2006) and Office and Studios, Copeland Hall, Room 300 (November 18, 2006-January 31, 2007), The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide them skills and experiences. Students created a bi-weekly radio news magazine that was aired on KGOU Radio.

Scope of Involvement: host students from the College of Journalism at The University of Oklahoma who are majoring in broadcasting for 3 credit hour course through JMC 3653, section 1, "Radio News." During this reporting period (Spring and Fall 2006 semesters) KGOU hosted 10 students at an average of 240 hours each.

Personnel Involved: Karen Holp, General Manager; Jim Johnson, Program Director; Scott Gurian, News Director.

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

Date: February 1, 2006 – January 31, 2007 at the KGOU Radio Offices and Studios, Kaufman Hall, Room 399 (Feb. 1, 2006-Nov. 17, 2006) and Office and Studios, Copeland Hall, Room 300 (November 18, 2006-January 31, 2007), 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 positions. Areas of work included production/operations, development/public relations and news reporting.

Scope of Involvement: students competitively applied for 4 positions that included one "development assistant," one "operations assistant" and two "news assistant" positions. Students selected work 20 hours per week (on the average) at \$6.50 per hour. Student selected were all from the College of Journalism at The University of Oklahoma. During this

reporting period KGOU had 4 students in this program at any given moment. 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; Kurt Gwartney, Operations Director; Scott Gurian, News Director; Jolly Brown, Director of Development; Laura Knoll, Membership Director.