

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

KGOU-FM, Norman, Oklahoma

Licensee: The University of Oklahoma

For the Period February 1, 2008 through January 31, 2009

This report is required by FCC Rules and Regulations and is placed into the KGOU public file and on the KGOU Web site on February 1, 2009. Questions about this report can be sent to the General Manager, KGOU Radio, The University of Oklahoma, Copeland Hall Room 300, Norman, OK, 73019.

1. Full Time Vacancies Filled.

During the time period for this report, KGOU had one full-time position open and hired one full-time staff member.

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

Vacancy: Operations Manager (Media Specialist 1) (December 2008)

Recruitment Sources Used:

1. Name of organization: University of Oklahoma Personnel Department/OU Jobs Listing Web Site
 - 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: 2
 - e. Hired from this category: 1

2. Name of organization: KGOU Radio Web Site
 - a. Address: Kaufman Hall, Room 339, 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: Current Magazine
 - a. Address: 1612 K St., N.W., Suite 704, Washington, DC 20006
 - b. Name of contact: N/A
 - c. Telephone: 202-463-7055
 - d. Total number of applicants interviewed: 1

4. 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: N/A
 - c. Telephone: 202-879-9600
 - d. Total number of applicants interviewed: 1

5. Name of organization: Corporation for Public Broadcasting
 - a. Address: Post Office Box 50008, Columbia, SC 29250
 - b. Name of contact: Chuck McConnell
 - c. Telephone: 803-799-5517, ext. 123
 - d. Total number of applicants interviewed: 0

6. Name of organization: Oklahoma Association of Broadcasters/Jobs Listing Web Site (<http://www.oabok.org>)
 - a. Address: 6520 N Western, Suite 104, Oklahoma City, OK 73116
 - b. Name of contact: Vance Harrison
 - c. Telephone: 405-848-0771
 - d. Total number of applicants interviewed: 0

7. Name of organization: Broadcast Employment Services Web Site (<http://amfmjobs.com>)
 - a. Address: Box 4116, Oceanside, CA 92052
 - b. Name of contact: N/A
 - c. Telephone: 800-374-0119
 - d. Total number of applicants interviewed: 0

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

A. College Intern Program:

Date: February 1, 2008 – January 31, 2009 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 experience. Areas of internships included production/operations, development/public relations and news reporting.

Scope of Involvement: host interns and practicum students from the College of Journalism at The University of Oklahoma who are majoring in broadcasting through JMC 3011, section 5 for 1 credit, or JMC 4990, section 25 for 3 credits. During this reporting period (Spring and Fall 2008 semesters) KGOU hosted 1 student in the JMC 3011 course during Fall 2008 semester at 80 hours each and 1 student in the JMC 4990 course for 80 hours.

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

B. College Intern Program:

Date: February 1, 2008 – January 31, 2009 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 experience. 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 2008 semesters) KGOU hosted 6 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, 2008 – January 31, 2009 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 experience 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 are:

1. one development assistant; the position is for 12 months.
2. one operations assistant; the position is for 12 months.
3. one news assistant position that is for 12 months.
4. one news assistant position that is for 12 months.

Students selected work 20 hours per week (on the average) at \$6.50 -\$7.50 per hour. Students are generally selected from the College of Journalism at The University of Oklahoma. During the regular semesters of Spring and Fall 2008, and during the summer of 2008, 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.

D. Hosting of Job Fairs

On October 29, 2008, the University of Oklahoma, through its College Of Journalism, hosted the "Broadcasting Career Fair" in the Oklahoma Memorial Union, from 11:00 am until 4:00 pm. The fair included a range of radio, television and other media organizations who presented information about their job openings.