

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

KGOU-FM, Norman, Oklahoma

Licensee: The University of Oklahoma

For the Period February 1, 2009 through January 31, 2010

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, 2010. 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 no full-time positions open.

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

During the time period for this report, no activity in this category occurred.

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

A. College Intern Program:

Date: February 1, 2009 – January 31, 2010 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 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 through JMC 3011, section 5 for 1 credit, or JMC 4990, section 25 for 3 credits. During this reporting period (Spring and Fall 2009 semesters) KGOU hosted 4 students in these classes at 80 hours for each student.

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

B. College Intern Program:

Date: February 1, 2009 – January 31, 2010 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 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 2009 semesters) KGOU hosted 4 students at an average of 240 hours each.

Personnel Involved: Karen Holp, General Manager; Jim Johnson, Program Director; Brian Hardzinski, Operations Director.

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

Date: February 1, 2009 – January 31, 2010 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 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 are:

1. one development assistant; the position is for 12 months.
2. one operations assistant; the position is for 9 months.
3. one news assistant positions that is for 9 months.
4. one news assistant that is for 12 months.

Students selected work 20 hours per week (on the average) at \$7.25 -\$8.50 per hour. Students are generally selected from the College of Journalism at The University of Oklahoma. During the regular semesters of Spring and Fall 2009, KGOU had 3 or 4 students in this program, and during the summer of 2009, KGOU had 2 students. 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; Brian Hardzinski, Operations Director; Kurt Gwartney, News Director; Jolly Brown, Director of Development; Laura Knoll, Membership Director.

D. Hosting of Job Fairs

On Wednesday, October 28, 2009, the University of Oklahoma, through its College Of Journalism, hosted the "Broadcasting Career Fair" in the Oklahoma Memorial Union, from 1:30 pm until 4:00 pm. The fair included a range of radio, television and other media organizations who presented information about their job openings.

E. EEO Training

On Thursday, June 18, 2009, KGOU General Manager Karen Holp attended a Webinar hosted by Dow Lohnes, PLLC regarding methods of ensuring equal employment opportunity, preventing discrimination and compliance with the FCC Equal Opportunity rules.