Annual Equal Employment Opportunity Public File Report
For
KGOU-FM, Norman, Oklahoma
Licensee: The University of Oklahoma
For the Period February 1, 2012 through January 31, 2013

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, 2013. 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 filled two full-time positions.

2. **Person Hired by Vacancy, Recruitment Source**

   **Persons Interviewed by Vacancy, Recruitment Sources**

   **Vacancy: KGOU Production Coordinator/Producer (Communications Paraprofessional III) (August 2012)**

   Recruitment Sources Used:

   1. Name of organization: University of Oklahoma Personnel Department
      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: 0

   2. Name of organization: KGOU Radio Web Page
      a. Address: Copeland Hall, Room 300, 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: 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

   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: na
c. Telephone: 202-879-9600
d. Total number of applicants interviewed: 1

5. Native American Journalists Association
   a. Address: 395 W. Lindsey St., Norman, OK, 73019-4201
   b. Name of contact: NA
   c. Telephone: 405-325-9008
   d. Total number of applicants interviewed: 0

6. Name of organization: Other/Personal reference
   a. Address: na
   b. Name of contact: na
   c. Telephone: na
   d. Total number of applicants interviewed: 2
   e. Hired from this source: 1

Vacancy: KGOU Office Manager (Communications Paraprofessional III) (September 2012)

Recruitment Sources Used:

1. Name of organization: University of Oklahoma Personnel Department
   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: 3
   e. Hired from this source: 1

2. Name of organization: KGOU Radio Web Page
   a. Address: Copeland Hall, Room 300, 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: Other/Personal reference
   a. Address: na
   b. Name of contact: na
   c. Telephone: na
   d. Total number of applicants interviewed: 0

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

KGOU has 12 full time employees. The station engaged in four different longer-range recruitment initiatives.
A. **College Intern Program:**  
**Date:** February 1, 2012 – January 31, 2013 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. The internships focused on the areas of audio production, announcing, and station operations.  
**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 for one class credit. During this reporting period (Spring and Fall 2012 semesters) KGOU hosted 5 students in these classes at 80 hours for each student.  
**Personnel Involved:** Karen Holp, General Manager; Jim Johnson, Program Director; Brian Hardzinski, Operations Director.

B. **Programs with Educational Institutions Relating to Career Opportunities in Broadcasting:**  
**Date:** February 1, 2012 – January 31, 2013 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. The focus is strictly on news reporting and 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 class credit hour course through JMC 3653, section 1, “Radio News.” During this reporting period (Spring and Fall 2012 semesters) KGOU hosted 8 students at an average of 240 hours each.  
**Personnel Involved:** Karen Holp, General Manager; Jim Johnson, Program Director; Brian Hardzinski, Operations Director; and Kurt Gwartney, News Director.

C. **College Student Employment/Training Program for Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions**  
**Date:** February 1, 2012 – January 31, 2013 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 staff 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 who is responsible for record keeping of donor information, preparing announcements for broadcast, producing those announcements and other organizational work regarding fundraising activities.  
2. one operations assistant; the position is for 12 months, who writes and announces public service announcements for local non-profit groups in the station’s service area that run each day.  
3. one news assistant positions that is for 9 months, who researches and produces audio news and public interest stories, and hosts 5 different radio news magazines each semester.
4. one news assistant that is for 12 months, who write and announces local newscasts, weather and traffic during evening drive time. Students selected work 20 hours per week (on the average) at $7.25 -$8.75 per hour. Students are generally selected from different areas of the University of Oklahoma. During the regular semesters of Spring and Fall 2012, KGOU had 4 students in this program, and during the summer of 2012, KGOU had 3 students employed. 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 Tuesday and Wednesday, August 21 and 22 of 2012, the University of Oklahoma through its College of Journalism and Mass Communications hosted a “Journalism Student Fair” from 11am to 2pm each day. KGOU presented information related to opportunities at KGOU (listed above) and to the longer-term employment opportunities in public broadcasting in the United States.

On Wednesday, October 18, 2012, the University of Oklahoma through its College Of Journalism and Mass Communications hosted the “Broadcasting Career Fair” from 1:30 pm until 3:30 pm. The fair included a range of radio, television and other media organizations who presented information about their job openings. KGOU participated in this job fair and presented information related to opportunities at KGOU (listed above) and to the longer-term employment opportunities in public broadcasting in the United States, including job listings from the Job Board at the Corporation for Public Broadcasting.