

KKBS, Guymon, OK
Annual EEO Public File Report
Covering the Period from February 1, 2008- January 31, 2009
Station Comprising Station Employment Unit: KKBS

Section 1: Vacancy List

See Section 2, the "Master Recruitment List" (MRSL) for recruitment sources.

Job Title	Recruitment Sources (RS) Used To Fill Vacancy	RS Referring Hiree
Sales Associate	1-6	2
Part Time Telemarketer	4, 6,	1
General Labor & Office Help	1-6	2

Section 2: Master Recruitment Source List (MRSL)

RS Number	RS Information*	No. of Interviewees Referred by RS
1.	Oklahoma Association of Broadcasters Ms. Nancy Struby 1900 N.W. 10 th Oklahoma City, OK 73114 405-232-0199 oabok.org	0
2.	Panhandle State University Christi Hale or Alyssa Guittierez Box 430 Goodwell, OK 739-0430 Fax: 580-349-1557	2
3.	KKBS Radio Joshua Pierce Box 1756 Guymon, OK 73942 kkbs.com 580-338-5493	3

4.	Southwest Daily Times 16 S. Kansas Liberal, KS 67901 620-624-2541	2
5.	www.kkbs.com Guymon, Ok 73942 580-338-5493	3
6.	Lodestar Staffing Services 118 NW 4 th St. Guymon, Ok 73942 580-338-8367	5
	Interviewees during period	20

*There are no Recruitment Sources entitled to notification.

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KKBS. 47 CFR 73.2080(c)2).

1. Training programs designed to enable station personnel to acquire skills that will qualify them for higher level positions.
2. Job vacancies are listed with the Oklahoma Association of Broadcasters' web-site www.oabok.org which then notifies approximately 36 other job bank sites known for promoting diversity in the workplace.
3. Other activities designed by KKBS management that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.
4. Management reviews of OAB, FCC , NAB and EEOC written materials and consultation with station attorney to ensure equal opportunity and preventing discrimination in employment.