

This EEO Public File report is filed in Stations KICM FM, KHKC FM, KMAD AM, operating under the company of Keystone Broadcasting Inc, public inspection file pursuant to Section 73.2080©(6) of the Federal Communications Commission's ("FCC") rules.

During the twelve month period beginning February 1, 2010 and ending on January 31, 2011, the company filled the following full-time vacancies:

**2-Account Executives**

The station interviewed a total of 24 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Professional Referral	5
Employee Referrals/Word of Mouth	3
Station websites	0
Murray State College	1
Workforce Oklahoma	3
North Central Texas College	0
Southeastern OK State University	1
East Central University	0
Grayson Co Jr. College	0
Cooke Co. Jr College	0
Texas State Womens University	0
Oklahoma Association of Broadcasters	2
Oklahoma University School of Journalism	0
OSU School of Journalism & Broadcasting	0
Choctaw Nation of Oklahoma	0
Chickasaw Nation	0
Southern Oklahoma Technology Center	2
Oasis Staffing	2
Daily Ardmoreite	0
Ardmore Chamber of Commerce	0

First Methodist Church	0
Carter Co Home & Community Education Association	0
KICM/KHKC/KMAD/KEOR on air commercial	5

Attachment A & B contains the following information for each full-time vacancy:

- The recruitment source used to fill each vacancy, identified by name, address, contact person and telephone number.
- The recruitment source that referred the hiree for each full-time vacancy
- The total number of persons interviewed for each full-time vacancy
- The total number of interviewees referred by each recruitment source used in connection with each vacancy

## **ATTACHMENT A**

### **1. ACCOUNT EXECUTIVES:** Posting for positions maintained year round.

Two (2) Account Executives were hired during 2010 posting period:

Ten (24) individuals were interviewed for these positions;  
Seventeen (19) applications received

Recruitment Source of Hiree #1:

KICM Commercial

Recruitment Source of Hiree #2

KICM commercial

Positions were posted with the following recruitment sources:

<u>Recruitment Source</u>	<u>Address/Contact/Tele.</u>	<u>Total of Interviewees</u>
Professional Referral		5
Employee Referrals/word of mouth		3
KICM/KHKC/KMAD on-air commercial ad		5
KICM/KHKC/KMAD Web-site		0
Southeastern OK University		1
Chickasaw Nation	39 North Washington Ardmore, OK 73401 Stanley Foster 580-226-4821	0
Choctaw Nation of OK	P.O. Drawer 1210, Durant OK 74702 HYPERLINK "mailto:skirven@choctawnation.com" <a href="mailto:skirven@choctawnation.com">skirven@choctawnation.com</a> 580-924-8280	0
Daily Ardmoreite	117 West Broadway, Ardmore OK 73401 Martha Porter 580-223-2200	0
East Central University	East 14 <sup>th</sup> ST Ada, OK 74820 Dr. Donna Gough 580-332-8000	0
First United Methodist	501 W. Main Ardmore, OK 73401 Minister	0
Grayson Co Jr. College	6101 Grayson Drive, Denison, TX 75020 Shelley Cassell 903-463-8604	0
In Staff Personnel LLC	1218 Merrick Dr, Ardmore, OK 73401 Summer Maytubby	0
Murray State College	1 Murray Campus, Tishomingo OK Ms. Branch 580-371-2371	1
North Central Texas College	1525 W. California St. Gainesville, Tx 76240 Ms Caver 940-668-7731	0

Oasis Staffing	503 West Main Marietta OK 73448 Carol Ramsey 580-276-2624	1
Oklahoma Assoc. of Broadcasters	6520 N. Western, #104 Oklahoma City, OK 73116 Nancy Struby 405-858-0771	2
Southeastern OK State Univ. Station A,	Durant, OK 74701	1
Southern OK Tech CTR	Dr. John Allen Hendricks 580-745-2000 2610 Sam Noble Parkway Ardmore OK 73401 Donna Walton 580-223-2070	2
Texas State Women's Univ.	P.O. Box 23866, Denton, TX 76204	0
Workforce Oklahoma	P.O. Box 1467, Ardmore, OK 73402 Wayne Coleman 580-223-3291	3

## ATTACHMENT B

### 1. On Air Staff: Posting for positions maintained during time of opening.

One (0) On Air Staff were hired during 2010 posting period:

Five (0) individuals were interviewed for these positions;

Ten (3) applications received.

Recruitment Source of Hiree #1:

Positions were posted with the following recruitment sources:

Recruitment Source	Address/Contact/Tele.	Total of Interviewees
Professional Referral		0
Employee Referrals/word of mouth		0
KICM/KHKC/KMAD on-air commercial ad		0
Station websites		0
Ardmore Chamber of Commerce	410 W. Main Ardmore, OK 73401	0

Janet Bateman

Chickasaw Nation	39 North Washington Ardmore, OK 73401 Stanley Foster 580-226-4821	0
Choctaw Nation of OK	P.O. Drawer 1210, Durant OK 74702 HYPERLINK "mailto:skirven@choctawnation.com" <a href="mailto:skirven@choctawnation.com">skirven@choctawnation.com</a> 580-924-8280	0
Daily Ardmoreite	117 West Broadway, Ardmore OK 73401 Martha Porter 580-223-2200	0
East Central University	East 14 <sup>th</sup> ST Ada, OK 74820 Dr. Donna Gough 580-332-8000	0
First United Methodist	501 W. Main Ardmore, OK 73401 Minister	0
Grayson Co Jr. College	6101 Grayson Drive, Denison, TX 75020 Shelley Cassell 903-463-8604	0
In Staff Personnel LLC	1218 Merrick Dr, Ardmore, OK 73401 Summer Maytubby	0
Murray State College	1 Murray Campus, Tishomingo OK Ms. Branch 580-371-2371	0
North Central Texas College	1525 W. California St. Gainesville, Tx 76240 Ms Caver 940-668-7731	0
Oasis Staffing	503 West Main Marietta OK 73448 Carol Ramsey 580-276-2624	0
Oklahoma Assoc. of Broadcasters	6520 N. Western, #104 Oklahoma City, OK 73116 Nancy Struby 405-858-0771	0
Southeastern OK State Univ.	Station A, Durant, OK 74701 Dr. John Allen Hendricks 580-745-2000	0
Southern OK Tech CTR	2610 Sam Noble Parkway Ardmore OK 73401 Donna Walton 580-223-2070	0

Texas State Women's Univ.	P.O. Box 23866, Denton, TX 76204	0
Workforce Oklahoma	P.O. Box 1467, Ardmore, OK 73402	0
	Wayne Coleman 580-223-3291	