



**D. RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY**

1) **JOB TITLE:** Receptionist **DATE FILLED:**  
1/11/10

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Station Websites	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Tulsa World	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Okla Assoc. of Broadcasters	Nancy Struby	6520 N Western Okla. City, OK 73116	405-848-0771	N
Internal Promotion	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	Y

**TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 7**

2) **JOB TITLE:** Sales Position s # 1 #2 #3 **DATE FILLED:** 3/1/10  
And #4 hired from the same Interview pool

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Tulsa World Newspaper	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Station Websites	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Okla Assoc. of Broadcasters	Nancy Struby	6520 N Western Okla. City, OK 73116	405-848-0771	N

<i>Radio On-Air Advertisement (KMYZ/KTSO)</i>	Tom Holiday	5810 E. Skelly Dr. #801 Tulsa,OK	918-665- 3131	y
<i>Referral</i>	Tom Holiday	5810 E. Skelly Dr. #801 Tulsa,OK	918-665- 3131	Y*

**TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 13**

**\* Sales Positions #1 and #2 Hired from the same interview pool – #1 Radio Ad, #2 Referral**

3) **JOB TITLE:** Salesman #2

**DATE FILLED:**  
3/8/10

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Tulsa World Newspaper	Terry Jenner	Tulsa World Newspaper	918-665-3131	N
Station Websites	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Okla Assoc. of Broadcasters	Nancy Struby	6520 N Western Okla. City, OK 73116	405-848-0771	N
Radio On-Air Advertisement (KMYZ/KTSO)	Tom Holiday	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	y
Referral	Tom Holiday	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	Y*

**TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 13**

4) **JOB TITLE:** Sales Position #3

**DATE FILLED:**  
6/1/10

<b>SOURCE</b>	<b>CONTACT PERSON</b>	<b>ADDRESS</b>	<b>PHONE</b>	<b>REFERRED PERSON HIRED?</b>
Tulsa World Newspaper	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Station Websites	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Okla Assoc. of Broadcasters	Nancy Struby	6520 N Western Okla. City, OK 73116	405-848-0771	N
Radio On-Air Advertisement (KMYZ/KTSO)	Tom Holiday	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	y
Referral	Tom Holiday	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	Y*

**TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 13**



(5) JOB TITLE: Sales # 4 DATE FILLED: 6/14/10

SOURCE	5) CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Tulsa World Newspaper	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Station Websites	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Okla Assoc. of Broadcasters	Nancy Struby	6520 N Western Okla. City, OK 73116	405-848-0771	N
Radio On-Air Advertisement (KMYZ/KTSO)	Tom Holiday	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	y
Referral	Tom Holiday	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	Y*

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 13

(6) JOB TITLE: Traffic Director DATE FILLED: 6/1/10

SOURCE	5) CONTACT PERSON	ADDRESS	PHONE	REFERRED PERSON HIRED?
Tulsa World Newspaper	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Station Websites	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Okla Assoc. of Broadcasters	Nancy Struby	6520 N Western Okla. City, OK 73116	405-848-0771	N
Radio On-Air Advertisement (KMYZ/KTSO)	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	N
Referral	Terry Jenner	5810 E. Skelly Dr. #801 Tulsa,OK	918-665-3131	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 10



**E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD: 30**

**F. TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES FILLED DURING THE REPORTING PERIOD PER RECRUITMENT/REFERRAL SOURCES**

Tulsa World Newspaper	Terry Jenner	5810 E. Skelly Dr #801 Tulsa, OK 74135	918-665-3131	10
Station Websites	Terry Jenner/Tom Holiday	5810 E. Skelly Dr #801 Tulsa, OK 74135	918-665-3131	5
Referral	Terry Jenner/Tom Holiday	5810 E. Skelly Dr #801 Tulsa, OK 74135	918-665-3131	10
Internal Promotion	Terry Jenner/Tom Holiday	5810 E. Skelly Dr #801 Tulsa, OK 74135	918-665-3131	1
Radio On-Air Advertisement (KMYZ/KTSO)	Terry Jenner/Tom Holiday	5810 E. Skelly Dr. #801 Tulsa, OK	918-665-3131	2
Okla Assoc. of Broadcasters	Nancy Struby	6520 N Western Okla. City, OK 73116	405-848-0771	2
<b>TOTAL</b>				30

**G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD  
February 1, 2010 to January 31, 2011**

INITIATIVE	SCOPE OF PARTICIPATION AND LOCATION	STATION STAFF INVOLVED
INTERNSHIP PROGRAM (On-Going)	SHAMROCK COMMUNICATIONS INTERNSHIP PROGRAM IS OPEN TO COLLEGE STUDENTS WHO DESIRE TO EARN COLLEGE CREDITS FOR EXPERIENCE IN RADIO BROADCASTING WITH A CONCENTRATION IN PROMOTIONS, PROGRAMMING AND PRODUCTION.	RYAN GILES (PROMOTIONS DIRECTOR) RANDY PRIDGIN (PRODUCTION DIRECTOR)
Tulsa Univeristy Job Fair May 10, 2010	UNIVERSITY OF Tulsa PARTICIPATION IN THE MARKETING, MANAGEMENT AND COMMUNICATION ALUMNI NETWORKING PANEL, ORGANIZED BY CAREER SERVICES DEPARTMENT. DISCUSSED CAREERS IN BROADCASTING AND ADVERTISING FOLLOWED BY A QUESTION AND ANSWER SESSION.	Terry Jenner (Business Manager, Radio) Tom Holiday (Director of Sales)

<p>Goodwill Industries-Tulsa Business Advisory Board. On going.</p>	<p>The Business Advisory Board sponsored by Goodwill Industries of Tulsa is a local group of business professionals focusing on developing training programs, finding skilled applicants, recruitment and retention solutions, alliance opportunities and employment diversification. This group meets quarterly.</p>	<p>Terry Jenner (Business Manager, Radio)</p>
<p>In house Mentoring Program. On going.</p>	<p>KMYZ/KSTO has a mentoring program with our sales staff that matches a new sales executive with an established sales professional during the first six months of their employment or longer.</p>	<p>Tom Holiday (Director of Sales)</p>
<p>TOUR OF BROADCAST FACILITY FEBRUARY 24th, 2010</p>	<p>STUDENTS FROM CHARLES PAIGE HIGH SCHOOL, SAND SPRINGS, OK TOURED OUR TULSA BROADCAST FACILITY AND LEARNED ABOUT DIFFERENT ASPECTS OF OUR BROADCAST OPERATION AS WELL AS OUR INTERNSHIP PROGRAM AND POSSIBLE CAREERS IN BROADCASTING</p>	<p>KENNY WALL (KMYZ PROGRAM DIRECTOR)</p>

#	ORGANIZATION/CONTACT	STATE	E-MAIL ADDRESS	PHONE #	DID SHAMROCK CONTACT ORGANIZATION TO REQUEST TO SEND JOB VACANCY INFORMATION?	DID ORGANIZATION CONTACT SHAMROCK TO REQUEST JOB VACANCY INFORMATION?
1	American Broadcasting School 2843 E. 51 <sup>st</sup> Street Tulsa 74105	OK	chad@radioschool.com	918-293-9100	No	No
2	Indian Capitol Tech. Ctr 2403 N. 41 <sup>st</sup> St. Tulsa, 74101	OK		918-687-6383	Yes	No
3	John Brown University 2000 W. University St Siloam Springs 72761 Robert Davis	AR	dnoyes@jbu.edu	479-524-7282	Yes	No
4	Northeast State Uni. 705 Grand Tahlequah 74464 UNIVERSITY/Kerri Gardi	OK	Anderson@nsuok.edu	918-456-5511	Yes	No
5	Tulsa Community College 909 S. Boson Tulsa 74119	OK	aedwards@tulsacc.edu	918-595-7170	Yes	No
6	OAB Job Bank 6250 N. Western # 104 Okla. City 73116 Nancy Struby	OK	struby@oabok.org	405-848-0771	Yes	No
7	Tulsa Hispanic Chamber of Commerce John Gonzolez Tulsa	OK	TulsaHispanicChamber.com	918-664-5326	Yes	No
8	Oral Roberts Uni. 7777 S. Lewis Tulsa 74171	OK	Oru.edu		Yes	No
9	Tulsa Job Corp 1133 N. Lewis Tulsa 54110 Ozell Grissom	OK	Grissom.ozell@jobcorps.org	918-591-5677	Yes	No
10	Tulsa Tech Ctr P.O. Box 477200 Tulsa 74135 Susan Ott	OK	Susan.ott@tulsatech.org	918-828-5213	Yes	No
11	Tulsa Urban League 240 E. Apache Tulsa 74106 Carmen Pettie	OK	carmenpettie@mtul.org	918-584-0001	Yes	No
12	University of Tulsa Career Services 600 S. Collge Tulsa 74104 Sheri Alexander	OK	Utulsa.edu/careerplanning.org	918-631-2896	Yes	No
13	Rogers State College 1701 W. Will Rogers Claremore 74017 Student Placement	OK		918-343-7777	Yes	No
14	Tulsa Advertising Federation 7720 S. Erie Tulsa 74136	OK		918-499-1909	Yes	No
15	Good Will Industries P.O. Box 9811 Tulsa 74157 Lisa Louis	OK		918-584-7291570-459-3854	Yes	No
16	Oklahoma State Uni. 206 Paul Miller St Stillwater 74078	OK		405-744-6354	Yes	No

## OUTREACH ORGANIZATIONS

17	Tulsa World Newspaper 315 S. Boulder Tulsa 74103	OK		918-583-2161	Yes	No
18	KMYZ/KTSO Websites 5810 E. Skelly Dr #801 Tulsa 74135 Terry Jenner	OK	terryjenner@shamrocktulsa.com	918-665-3131	Yes	No
19	Rogers State College 1701 W. Will Rogers Claremore 74017 Student Placement	OK		918-343-7777	Yes	No
20	Tulsa Advertising Federation 7720 S. Erie Tulsa 74136	OK		918-499-1909	Yes	No
21	Good Will Industries P.O. Box 9811 Tulsa 74157 Lisa Louis	OK		918-584-7291570-459-3854	Yes	No
22	Monster Jobs		Monster.com		No	No
23	Walk In				No	No
24	Word of Mouth				No	No
25	Transfer				No	No
26	Internal Promotion				Yes	No
26	Referral				Yes	No
27	Allaccess Website		Allaccess.com		Yes	No
28	Internal Job Posting				Yes	No