

EEO Public File Report
Covering the Period from February 1, 2011 to January 31, 2012
Station: KCCU, Lawton, Oklahoma
Licensee: Cameron University, Lawton, Oklahoma

This report is required by FCC Rules and Regulations and is placed into the KCCU public file and on the KCCU web page on February 1, 2012. Questions about this report can be sent to: General Manager, KCCU, Cameron University, 2800 W. Gore, Lawton, OK 73505.

During the period specified in this report, one full-time vacancy was filled.

JOB TITLE	HIREE	DATE	APPLICANTS INTERVIEWED	
Program Assistant III	Zachary McGrew	9/7/2011	5	Cameron
RECRUITMENT SOURCES				
University HR Office; Cameron University Employment Website; KCCU Website				

* When KCCU has a position available, KCCU seeks employees by utilizing the Cameron University Human Resources Office; the Oklahoma Association of Broadcasters Jobs Website; Current Magazine Classifieds; the Corporation for Public Broadcasting Job Listings; The Lawton Constitution; The Daily Ardmoreitte; The Wichita Falls Times Record; and other local media outlets.

In addition to advertising, the Cameron University Human Resources Office assists in the recruitment effort by posting positions on the following Web sites:
Higheredjobs.com (www.higheredjobs.com)
Monster.com (www.monster.com/jobs)

KCCU is in compliance with the Federal Communications Commission's Broadcast Equal Employment Opportunity Rules "EEO Public File Report" (Feb 2003) and the "Broadcast Equal Employment Opportunity Longer Term Initiatives, Reporting Filing Requirements (Feb 2003) which went into effect March 10, 2003. The annual EEO Public File Report covers a one-year period – February 1, 2011 through January 31, 2012. Included in this report are the EEO and "Prong 3" initiatives implemented during the year. "Prong 3" Initiatives: Supplemental Recruitment Activities Undertaken by KCCU, Lawton, Oklahoma. The station had three full-time positions open during this period, but only one was filled. When the positions were available, notice of the position openings were widely disseminated. Parties interested in receiving notice of position openings were encouraged to request notice by contacting: KCCU, Attention Ted Riley, Director/GM, 2800 W. Gore, Lawton, OK 73505. Notice of position openings were sent to the following organizations/departments. See above*. Openings were posted on our website at <http://www.kccu.org> as position openings occurred.

Supplemental Outreach Initiatives and Commitment to Equal Employment Opportunity:
Cameron University regularly hosts a Career Fair, where student and full-time Cameron employment information is made available.
KCCU also provides student practicum training, internships, and student employment to several college students throughout the year.

KCCU and Cameron University are committed to Equal Employment Opportunity policies and hiring practices. For a full listing of Cameron University's hiring policies, send your inquiry to: HR Director, Cameron University, 2800 W. Gore, Lawton, OK 73505.