

Chickasaw Nation

SCORE EEO Public File Report

KADA AM/FM-KYKC-KTLS-KXFC

Roger Harris



2021

[CLICK HERE FOR THE EEO PUBLIC FILE REPORT](#)

KADA, KYKC, KTLS, KXFC EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080c(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KADA-AM, KADA-FM, KYKC, KTLS, and KXFC and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning January 1 2021 to and including January 2022.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.208c(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data Reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies, and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080c(2) of the FCC rules.

SCORE

Annual EEO Public File Report

For the period beginning 1/31/2021 and ending 01/31/2022

This report is not required if unit has fewer than five full-time employees

This report consists of:

- Part 1 Station Information
- Part 2 Recruitment sources/interviewees for each full-time vacancy
- Part 3 Recruitment initiatives

Preparer: Roger Harris

Signature:

Title: General Manager

Date: January 31,2022

Telephone: 580-332-1212

Part 1

This report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
KADA	AM	33259	Ada	OK	No
KADA	FM	33498	Ada	OK	No
KYKC	FM	9941	Byng	OK	No
KTLS	FM	28053	Holdenville	OK	No
KXFC	FM	82533	Coalgate	OK	No

Attached in information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of 0 full-time vacancies were filled by the employment unit.

A total number of 0 persons were interviews for all the full-time vacancies.

Part 2

Annual Public File Report

This report covers full time (30 hours per week or more) for the period from Feb. 1, 2021 to January 31, 2022 :

1) Employment unit: SCORE Broadcasting

2) Unit Members:

KADA-AM	Ada, OK
KADA-FM	Ada, OK
KYKC-FM	Byng, OK
KTLS-FM	Holdenville, OK
KXFC-FM	Coalgate, OK

3) EEO Contact Information:

Score Broadcasting/Chickasaw Nation

PO Box 609

Ada, OK 74820

(580) 332-1212

Fax: (580) 332-0128

e-Mail: score@scoreradio.net

Contact person: Roger Harris

4) List of all full-time job vacancies filled from employment unit during this period:

<u>Job Title</u>	<u>Recruitment Source</u>
None	None

Part 3

Supplemental Recruitment Initiatives

- Activity: Weekly on-air recruitment commercials.

Date: Each Week-12 months per year

On-Air: All stations in Employment Unit

Description and scope:

Station(s) air roughly 50 commercials each month all year, to promote listeners to investigate the Chickasaw Nations web site to search for openings within the entire company. The commercials describe the stations desire to recruit a broad diverse pool of applicants and that the stations are Equal Opportunity Employers. The commercials air in diverse time periods, every day of the week.

- Activity – Speaking engagement – East central University Mass media Class

Date: February, 2021

Description: Lecture to Mass media Class about employment in the radio industry, and opportunities available to minority applicants and the ownership of the radio group by a minority owner, an Indian tribe.

- Activity: EEO letters sent to Minority schools and organizations:

Date: July 5t, 20201

Description: One page letter sent to over 50 minority schools and organizations outlining the Chickasaw Nations and it's radio stations commitment to recruiting minority applicants and promoting the Chickasaw Nations website to monitor job openings.

- Activity – Chickasaw Nation Career Connection event –

Date: September^h, 2021

Description: A “direct hire” event hosted by the Chickasaw Nation (Parent company) to recruit and potentially hire employees.

Participant – Roger Harris

- Activity: Special NAB Zoom Meeting Offering

Date: Tuesday, May 11th, 2021 – Noon to 3pm

Description – Special Zoom seminar on “Diversity-Best Practices”.

Participant – Roger Harris (Also an NAB Board member)
- Activity: Nation Association of Broadcasters conference-Las Vegas

Date: Sunday, April 15th, 2021

Description – NAB Diversity Forum – Conference session to discuss ways to improve diversity in the workplace.

Participant – Roger Harris – GM
- Activity – NAB – Diversity sessions

Date: May 11, 2021

Description – On line symposium roundtable class led by NAB Chief Diversity Officer, Michelle Duke on development on minority recruitment and hiring in the industry.

Participant-Roger Harris
- Activity: Howdy Days – East central University

Date: August 26, 2021

Participant – Craig Stone and Candy Matthews

Description – Outside “carnival/fair” by the local Regional University to welcome back students coming back to school in the fall. The SCORE studios set up a live broadcast to showcase our facilities to students and to promote our minority ownership and discuss employment opportunities.
- Chickasaw Nation – Required coursework – Diversity in the Workplace

Date: October 1, 2021

Description – An on-line class to increase understanding of diversity on the workplace, especially as a minority owned company.
- Internship minority recruitment – Successfully recruited a minority applicant (Cliff Tomlinson) to handle video streaming services for local sports events on the stations websites. This recruitment resulted in a contract labor agreement to make the position a paid internship and eventual possible part time employment.

- Activity: Oklahoma Association of Broadcasters Annual Job Fair

Date: April 2021

Description – Annual job Fair consisting of participation by local and regional colleges and Universities in learning about job opportunities in the industry with a focus on minority recruitment.

Participant: Roger Harris – G.M.