

Annual EEO Public File Report
 Covering the Period from February 1, 2023- January 31, 2024
 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 Representative	2,3,5,6,7	n/a
Office Manager	n/a	n/a
Internship	n/a	n/a

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 Box 430 Goodwell, OK 73939 Fax: 580-349-1556	0
3.	KKBS Radio Karlie Blue Box 1756 Guymon, OK 73942 kkbs.com 580-338-5493	1

4.	Debbie Stafford Seward County Community College 1801 N. Kansas Ave. Liberal, KS 67901 620 624 1951 Debbie.stafford@sccc.edu	0
5.	www.kkbs.com Guymon, Ok 73942 580-338-5493	0
6.	92.7 KKBS Radio	1
7.	American Broadcasting School 4511 SE 29th Street Oklahoma City, OK 73115	1
8.	Zip Recruiter	0
	Interviewees during period from these referring sources:	2
	Total number of persons interviewed:	2

*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 support their success. This includes the station’s sales consultant Radio Success Group, Larry Bauer
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.