

Annual EEO Public File Report KGGF-KUSN-KQQF-KGGF

The purpose of the EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the Station Employment Unit that is comprised of the following stations: KGGF 690-Coffeyville, Kansas and KQQF- Coffeyville, Kansas, KUSN-Dearing, Kansas and KGGF 104.1-Fredonia, Kansas, and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this Annual EEO Report covers the time period beginning February 1, 2023 to and including January 31, 2024 (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains 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 such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled 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 community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each station’s public inspection file on January 31, 2024, and posted on the stations’ website, in accordance with the FCC’s EEO Rules.

For the purposes of This Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Section 1 to
 Annual EEO Public File Report – Full-time Job Openings Filled
 During the Period from February 1, 2023 to January 31, 2024
 Station(s) comprising Station Employment Unit: KGGF KUSN KQQF KGGF

Fulltime Positions Filled by Job Title and Date Filled and Number of Interviewees from All Sources for This Position	Recruitment Source of Hiree
Account Executive 10/24/23 3 of 4	Walk-In
News Director/Reporter 8/1/23 3 of 7	KGGF KQQF KUSN

Total Number of People Interviewed for All Job Positions: 6

Section 2 to
Annual EEO Public File Report – Recruitment Sources
During the Period from February 1, 2023 to January 31, 2024
Station(s) comprising Station Employment Unit: KGGF KUSN KQQF KGGF
Proposed contacts, when needed:

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Provided This Period	Full-time Positions for Which This Source Utilized
1. Media	KGGF KUSN KQQF KGGF On Air Ads, John Leonard, 306 W 8 th Street. Coffeyville, KS 67337 620-251-3800 john@kggfradio.com	3 Media	All Positions
	Examiner Enterprise, Classifieds, 4125 NE Nowata Rd, Bartlesville, OK 74006 FAX: 336-3111		All Positions
	Good News, Classifieds, 124 North State, Caney, KS 67333 FAX: 620-879-2264		All Positions
	Coffeyville Journal, PO Box 849, Coffeyville, KS 67337 FAX: 620-251-3300		All Positions
	Caney Chronicle, Emalee/Classifieds, 202 W. 4 th , Caney, KS 67333 FAX: 620-879-2855		All Positions
	Sunrise Reporter, Amity Davidson, 1200 SE Frank Phillips Blvd. Bartlesville, OK 74003 918-336-1001 amity@bartlesvilleradio.com FAX: 918-336-6939		All Positions
2.	Job Fair: OAB/Coffeyville Community College/Field Kindley High School/KS Works		All Positions
3.	Word of Mouth	1 Word of Mouth	All Positions
4. websites	Chamber of Commerce, Bartlesville/Parsons/Coffeyville/Independence		All Positions
	Website: Oklahoma Association of Broadcasters, Nancy Struby, www.oabok.org		All Positions
	Website: KGGF Radio, Tina Romine www.kggfradio.com		All Positions
	Website: Kansas Association of Broadcasters		All Positions
	Indeed.com/ STAA/Other	1 Indeed	All Positions
	AllAccess.com		All Positions
5.	Internships/Return Employee/Promotion		All Positions
6.	Walk ins	1 Walk-In	All Positions
7.	Organizations – see attached list		All Positions

Section 3 to
Annual EEO Public File Report – Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken During the Period from February 1, 2023 to January 31, 2024
Station(s) comprising Station Employment Unit: KGGF KUSN KQQF KGGF

1 – Job Fairs:

KGGF-AM/FM, KUSN-FM and KQQF-FM sponsored the Inter-State Farm & Home Show, March 24-25, 2023 at Coffeyville Community College. Employment applications were made available and distributed to interested persons. General Manager John Leonard, Station Owner - Kaleb Potter, and several staff members including Penny Coy, Gayle Medow and Matt Jordan from SEK Media, LLC met with the public on future employment opportunities.

Manager, Kaleb Potter and Executive Assistant, Tina Romine and Operations Manager, Evan Fahrbach attended OAB/OBEA Student Day Career Fair March 30, 2023.

General Manager John Leonard, Sales Associates, Penny Coy, Gayle Medow and Matt Jordan attended Field Kindley Career Day Oct. 10, 2023.

Tina Romine, Promotions Director/Executive Assistant, and Matt Jordan, Assistant Sports/News Director attended the Workforce of Kansas Rural Outreach Career Fair November 17, 2023

2- Hosted Station Tours:

4/1, 4/8, 4/15, 4/22, 4/29 Hosted 7 schools for Class Day spring tours. Senior students came tour the studios and go on air to recognize their senior classmates. It's a practical experience where they announce songs/remember when/and honors of their fellow classmates for an afternoon.

3 – Internships:

www.kggfradio.com- Notice of current openings and internship program, ongoing, kept current by General Manager – John Leonard

Hosted 1 Intern from Independence High School facilitated by Office Manager, Dawn Vieregge and Executive Assistant, Tina Romine

4 – Employment Seminars/Training:

VP Kaleb Potter attended the Management Session “Washington and FCC Update” with David Oxenford seminar sponsored by the Kansas Association of Broadcasters 10/23/23

Business Manager, Dorea Potter, attended 2 HR virtual seminars from Truity: 2/7/23

Business Manager, Dorea Potter, attended EEO Training by The Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs on May and June 2023

MEDIA ADS:	First Name	Last Name	Organization	Address	City	Stat Zip	Phone	Email	Fax
	John	Leonard	KGGF KUSN KQQF KGGF	306 West 8th Street	Coffeyville	KS 67337	620-251-3800	johnleonard.gm@sbcglobal.net	
	Job Fair c/o:	Advertising	Good News	124 North State	Caney	KS 67333	FAX: 620-879-2264	admanager@goodnewspress.com	
	Alana	Justice	Coffeyville Journal	PO Box 849	Coffeyville	KS 67337	620-251-3300	coffeyvillejournal3@gmail.com	620-251-1905
	Emalee	Classifieds	Caney Chronicle	202 W 4th	Caney	KS 67333	FAX: 620-879-2855	chronicle@taylornews.org	

Word of Mouth:

Walk-in

Field Kindley Memorial High School College and Career Fair 1110 W 8th St Coffeyville KS 67337

POSTED DISTRIBUTION

KWON KYFM KRIG 1200 SE Frank Phillips Blvd Bartlesville OK 74003 918-336-1001 amity@bartlesvilleradio.com 918-336-6939
 KGGF KUSN KQQF KGGF 306 West 8th Street Coffeyville KS 67337 620-251-3800

JOB BANKS

OAB oabok.org 405-848-0771
 KAB KAB.net kent@kab.net (forward to Kaleb)
 Workforce Oklahoma Cheryl Hawkins email: Cheryl.hawkins@oesc.state.ok.us Phone: 332-4811 FAX: 918-336-3610
 Tulsa Community College www.collegecentral.com/tulsacc
 Our website www.KUSNradio.com (Kaleb)
 Coffeyville Chamber www.coffeyvillechamber.org
 Coffeyville Community College send to Yvonne and cc: John Yvonne Hull <hull.yvonne@coffeyville.edu>
 Job Fair
 National Alliance of State Broadcasters Assn Careers www.allaccess.com

Oklahoma State University <https://okstate.12twenty.com/hire>
 staatalent.com this is for Sports Related Positions Only

Indeed
 Tulsa Tech <https://tulsatech-csm.symplicity.com/employers>
 Rose College <https://www.collegecentral.com/rose>

Handshake - OBU <https://www.okbu.edu/career-development/career-portal.html>
 Handshake- tina@bart... ORU-Career Services Gloria Smith 7777 S Lewis Tulsa, OK careers@oru.edu
 2Shakehands! Pitt State University <https://www.myinterfase.com/gorillas/employer/>
 - Hiresooner.com

ORU www.HireORUgrads.com tina@bartlesvilleradio.com
 - Northeastern State University 705 N Grand Tahlequah OK 74464-2300 918-456-5511 x 3110 anderson@nsuok.edu
 - Rogers State University 1701 W Will Rogers E Claremore OK 74017 918 cocomer@rsu.edu
 - University of Central Oklahoma 100 University Blvd. Edmond OK 73034 405 careers@uco.edu
 - University of Tulsa-Broadcast 600 S College Tulsa OK 74104 918-631-2259
 - Langston Univ-Dept of Communications Dr. Lisa Rollins

ORGANIZATION LISTINGS

Emails: (daye)
 Kindle Holderby Bacone College 2299 Bacone Rd Muskogee OK 74033 918-683-4581 holderbyk@bacone.edu
 Kay Johnson Bartlesville High School-Counselors 1700 Hillcrest Dr Bartlesville OK 74006 918-337-6226
 Cathy Drake Bartlesville Women's Network PO Box 417 Bartlesville OK 74005
 Alana Casteel Cherokee Nation PO Box 948 Tahlequah OK 74465 918-456-0671
 Jennifer Hughes Cherokee Nation-Human Resources PO Box 948 Tahlequah OK 74465 918-453-5050
 Ella SpottedBird Cheyene & Arapaho Tribes WIA Program Box Concho OK 73022 405-422-7660
 Christina Mitchell East Central University 1100 E 14th Ada OK 74520 580-559-5897
 Marilyn Burr Handicapped Concerns Office 2712 Villa Prom Oklahoma City OK 73107-2 405-521-3756 marilyn.burr@ohc.state.ok.us
 Chris Confer John Brown University 2000 W University Siloam Springs AR cconfer@jbu.edu
 Rebekah Ruckman John Brown University 2000 W University Siloam Springs AR rruckman@jbu.edu
 Stephanie Bills Metro Technology Centers 1600 Springlake Dr Oklahoma City OK 73111 405-595-4804
 Chief Pery Beaver Muscogee Creek Nation PO Box 580 Okmulgee OK 74447 918-756-8700
 Dean Percy Northern Oklahoma College PO Box 310 Tonkawa OK 74653 580-628-6446
 Personnel Director Oaks Indian Center PO Box 130 Oaks OK 74358 918-868-2196
 Ken Gould OESC PO Box 1467 Ardmore OK Kenneth.gould@oesc.state.ok.us
 Charles Shepherd OK Assoc of Black Journalists 17112 Sunny Hollow Edmond OK 73012

Personnel	Director	Oklahoma Baptist University	500 W University	Shawnee	OK	74804 405-878-2351	
Career Coordinator	Career Services	Oklahoma Baptist University	500 W University	Shawnee	OK	74804	
Larry	Jurney	Oklahoma Christian University	PO Box 11000	Oklahoma City	OK	73136 405-425-6000	larry.jurney@oc.edu
Personnel	Director	Oklahoma Christian University	PO Box 11000	Oklahoma City	OK	73136 405-425-6000	
Gwin	Lippert	Oklahoma City Community College	7777 S May Ave	Oklahoma City	OK	73159 405-982-1611	gwin@lippertmedia.com
Lynette	Martin	Oklahoma City University	2501 N Blackwelder	Oklahoma City	OK	73106 405-521-5171	lmartin@okcu.edu
Andy	Gibson	Oklahoma City University	2501 N Blackwelder	Oklahoma City	OK	73106 405-744-6354	agibson@okcu.edu
Wendy	Brunner	Oklahoma City University	2501 N Blackwelder	Oklahoma City	OK	73106 405-744-6354	gmbrunner@okcu.edu
Peppi	Boudreau	OK Office of Handicapped Concerns	2401 NW 23rd Ste 90	Oklahoma City	OK	73107 405-521-3756	odc@odc.ok.gov
Jack	Hodgson	Oklahoma State University	206 Paul Miller Bldg	Stillwater	OK	74078 405-744-8282	jack.hodgson@okstate.edu
Paul	Smeyak	OSU-School of Journalism	2055 Paul Mill Bldg	Stillwater	OK	74078 405-744-5993	
Career	Services	OSU-Tulsa	700 N Greenwood	Tulsa	OK	74106 918-594-8208	
Personnel	Director	Okahoma State Univ-OKC	900 N Portland	Oklahoma City	OK	73107 405-945-8680	
Marci	Piper	Okahoma Wesleyan University	2201 Silver Lake Rd	Bartlesville	OK	74006 918-335-6249	mpiper@okwu.edu
Personnel	Director	Osage Nation	1333 Grandview	Pawhuska	OK	74056 918-287-2495	
Ted	Moore	Osage Nation/Education	1333 Grandview	Pawhuska	OK	74056	
Nancy	Weber	Resonance	1608 South Elwood Ave	Tulsa	OK	74119 918-587-3888	
KRSC-TV		RSU Public Television	1701 W Will Rogers Blvd	Claremore	OK	74017 918-510-8397	
Alan	Burton	SE OSU	425 W University Blvd	Durant	OK	74701 580-745-2270	aburton@se.edu
Mirian	Key	Southern Nazarene University	6729 NW 39th Expressway	Bethany	OK	73008 405-491-6684	career@snu.edu
Tonya	Johnson	Tri County Technology Center	Nowata Rd	Bartlesville	OK	74006 918-333-6979 or 918-331-3257	
Beverly	Bailey	Tulsa Community College	909 S Boston	Tulsa	OK	74119 918-595-7045	bbailey@tulsacc.edu
Kelly	Scalf	Tulsa Community College	909 S Boston	Tulsa	OK	74119 918-595-7170	kscalf@tulsacc.edu
Personnel	Director	Women in Communications	3221 S 140th E Ave	Tulsa	OK	74134 918-663-2155	
Donna	Victorian	Workforce Comanche Nation	PO Box 908	Lawton	OK	73502	
Cheryl	Hawkins	Workforce Oklahoma	Nowata Rd	Bartlesville	OK	74006 918-332-4811 FAX 336	cheryl.hawkins@oesc.state.ok.us
Don	Clark	Illinois Center for Broadcasting	530 S State Street	Chicago	IL	60605 312-884-8000 FAX 312	dclark@BeOnAir.com

>>Price College of Business: [Sherad Cravens \(slcravens@ou.edu\)](mailto:slcravens@ou.edu)

>>Gallogly College of Engineering: [Dr. Randa Shehab \(rlshehab@ou.edu\)](mailto:rlshehab@ou.edu)

>>College of Arts & Sciences: [Dr. Vicki Sturtevant \(vtsturtevant@ou.edu\)](mailto:vtsturtevant@ou.edu)

Don	Clark	Illinois Center for Broadcasting	530 S State Street	Chicago	IL	60605 312-884-8000 FAX 312	dclark@BeOnAir.com
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