

2023- Annual EEO Public File Report

Time Period Covered: **February 1, 2023 to January 31, 2024**

The purpose of this 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 following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	FIN
KDOE	Antlers	164291

The information contained in this Annual EEO Report covers the time period from **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:

- A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
None
- 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;
none
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
none
- Data reflecting the total number of persons interviewed for all 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
none
- 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 **February 1, 2024** and posted on the stations website, in accordance with the FCC's EEO Rules.

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SECTION 1: Full-Time Job Openings Filled During This Period

	Full-time Positions Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired
1	No Full Time Positions Filled	N/A

Total Number of People Interviewed for All Job Positions: 0

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SECTION 2: Recruitment Sources

Recruitment Source	Total Number of Interviews This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized

NEO A&M	Dr Kyle Stafford	Kyle.Stafford@neo.edu
AMERICAN BROADCASTING SCHOOL	DC	DC@RADIOSCHOOL.COM
AMERICAN BROADCASTING SCHOOL	BILL SOUTHARD	BILL@RADIOSCHOOL.COM
AMERICAN WOMEN IN BROADCASTING	TRACI HARTMAN	TRACI.HARTMAN@NEWSON6.NET
CAMERON UNIVERSITY	JACOB JOHNSON	STUDENT_DEVELOPMENT@CAMERON.EDU
CHEROKEE NATION	Career Services / Job Posting	-
CHICKASAW NATION	Peronnel Department	-
COLLEGIATE BROADCASTERS, INC.	WILL ROBEDEE	PAST_CHAIR@ASKCBI.ORG
EAST CENTRAL UNIVERSITY	CHRIS SHOFNER	CSHOFNER@ECOK.EDU
GOODWILL INDUSTRIES	VON WILLIAMS	VWILLIAMS@GOODWILLTULSA.ORG
JOHN BROWN UNIVERSITY	CHRIS CONFER	CDA@JBU.EDU
LANGSTON UNIVERSITY	JAMES WALLACE	JAWALLACE@LUNET.EDU
METROPOLITAN TULSA	KIM MCCURRY	KMCCURRY@MTUL.ORG
URBAN LEAGUE		CAREERCENTER@MISSOURISTATE.EDU
MISSOURI VALLEY COLLEGE	Dept of Placement	-
Muscogee Creek Nation		-
NATIVE AMERICAN EMPLOYMENT CTR		-
NORTHEASTERN STATE UNIVERSITY	GAYLE ANDERSON	ANDERSON@NSUOK.EDU

OKLAHOMA ASSOC. OF BROADCASTERS	NANCY STRUBY	OABOK.ORG
OKLAHOMA CITY UNIVERSITY	LYNETTE MARTIN	LMARTIN@OKCU.EDU
Oklahoma Employment Security Commission	Robert Williams	robert.williams@oesc.ok.us
ORU CAREER SERVICES	ALLISON JONES	CAREERS@ORU.EDU
ORU COMMUNICATIONS ARTS AND MEDIA	DR. LAURASHERWOOD	LSHERWOOD@ORU.EDU
OSU CAREER SERVICES	BIANCA TOWNSEND	BIANCE.TOWNSEND@OKSTATE.EDU
OSU OKMULGEE	MARK ALLEN	MARK.ALLEN@OKSTATE.EDU
OSU SCHOOL OF MEDIA AND STRATEGIC COMM	MARC KREIN	MARC.KREIN@OKSTATE.EDU
OSU SCHOOL OF MEDIA AND STRATEGIC COMM	JACK HODGSON	JACK.HODGSON@OKSTATE.EDU
OSU TULSA	BIANCA TOWNSEND	BIANCA.TOWNSEND@OKSTATE.EDU
ROGERS STATE UNIVERSITY	KIMBERLY LOPEZ	HIREHILLCATS@RSU.EDU
ROSE STATE COLLEGE	Career Services / Job Posting	-
RSU RADIO KRSC FM 91.3	CATHY COOMER	CCOOMER@RSU.EDU
SOUTHEASTERN OK STATE UNIVERSITY	SCOTT OR KAREN	PLACEMENT@SE.EDU
SOUTHERN NAZARENE UNIVERSITY	CHRIS PETERSON	CAREER@SNU.EDU
SOUTHWESTERN OK STATE UNIVERSITY	TIFFANY HAWKINS	-
TULSA COMMUNITY COLLEGE	MELYSSA HENDRICKSON	TIFFANY.HAWKINS@SWOSU.EDU
UNIVERSITY OF OK GAYLOR COLLEGE OF JOURNALISM AND MASS COMMUNICATIONS	HEATHER SPENCER	HAS@OU.EDU
UNIVERSITY OF CENTRAL OKLAHOMA	DA'MON SMITH	CAREERS@UCO.EDU
UNIVERSITY OF OK COLLEGE OF DEVELOPMENT	ADRIENNE JABLONSKI	AJABLONSKI@OU.EDU
UNIVERSITY OF OKLAHOMA		OUCS@OU.EDU
UNIVERSITY OF OKLAHOMA (NON DEGREE)		OHR@OU.EDU
UNIVERSITY OF TULSA	BILL HINKLE	BILL-HINKLE@UTULSA.EDU
UNIVERSITY OF TULSA	CHERYL ELIAS	RECRUITINGCOORDINATOR@UTULSA.EDU
VATTEROTT COLLEGE		KATHLEEN.MILLIKAN@VATTEROTT.EDU
WORKFORCE OKLAHOMA		BARBARACLUMA@OESC.STATE.OK.US
ALL ACCESS	HTTP://WWW.ALLACCESS.COM	
BEYOND.COM	HTTP://WWW.BEYOND.COM	
GLASSDORR.COM	HTTPS://WWW.GLASSDOOR.COM	
INDEED.COM	HTTPS://WWW.INDEED.COM	
LINKEDIN	HTTPS://LINKEDIN.COM	
CAREERUIDLER.COM	HTTP://WWW.CAREERBUILDER.COM	
EMPLOYEE REFERRALS		
FORMER EMPLOYEES - REFERRAL		
WORD OF MOUTH		
Website		
Social Media		
RPM Staffing	http://www.rpmstaffing.net/	

There were no full time opening filled during the time period

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SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

YEARLY RECRUITMENT INITIATIVES					
	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1	1st QTR	OAB Convention Workshops	OAB hosted the annual convention that has workshops for various positions from sales, management and IT, Traffic	Sent sales, on-air, management, and engineering	Sales Staff, Program Directors, Owner, VP, Managers
2	2nd QTR	Kiamichi Technology Career Fair	Job Fair hosted by Kiamichi Technology Center open to the public who may be looking for a career opportunity in Marketing and Media and other business organizations	PRG had booth space, talked with students about open positions and what it is like to have a career in radio, accepted resumes, built relationships with local professors and instructors.	Sales Staff, Program Directors, Owner, VP, Managers
3	3rd QTR	Choctaw Nation Career Fair	Job Fair hosted by Choctaw Nation open to the public who may be looking for a career opportunity in Marketing and Media and other business organizations	PRG had booth space, talked with students about open positions and what it is like to have a career in radio, accepted resumes, built relationships with local professors and instructors.	owner, management, on-air, sales

EEO Statement: We are constantly trying to improve the measures we have taken to recruit, hire, and promote employees or potential employees, by identifying and evaluate any issues while following the EEO rules.

- All new employees or potential employees are notified of EEO rules
- We are a very small unit but we review seniority to ensure all are equal
Review pay rates and fringe benefits having the same duties, and eliminate any inequities based upon race, national origin, color, religion, age, or sex discrimination
- Reviewing to ensure that job postings will contain non indication, either explicit or implicit, of a preference for one race, national origin, color, religion, age, or sex discrimination
- Annual EEO training conducted by Will Payne