

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, 2018 to and including January 31, 2019 (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 February 1, 2019 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, 2018 to January 31, 2019
 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
Sales Account Executive 12/28/17 2 of 6	Media Advertisement
Morning Show Host 3/15/18 6 of 19	Media Advertisement
Sales Account Executive (hired 2) 5/5/18 4 of 6	Media Advertisement Word of Mouth
Sales Account Executive 8/9/18 4 of 9	Word of Mouth
News Director 10/30/18 5 of 7	Word of Mouth

Total Number of People Interviewed for All Job Positions: 21

Section 2 to
Annual EEO Public File Report – Recruitment Sources
During the Period from February 1, 2018 to January 31, 2019
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.	Word of Mouth	4 Word of Mouth	All Positions
2. Media	KGGF KUSN KQQF KGGF On Air Ads, John Leonard, 306 W 8 th Street. Coffeyville, KS 67337 620-251-3800 john@kggfradio.com	6 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, Rudy/Classifieds, 202 W. 4 th , Caney, KS 67333 FAX: 620-879-2855		All Positions
	Sunrise Reporter, Amity Hollenbaugh, 1200 SE Frank Phillips Blvd. Bartlesville, OK 74003 918-336-1001 amity@bartlesvilleradio.com FAX: 918-336-6939		All Positions
3.	Job Fair: OAB/Coffeyville Community College/Field Kindley High School	1 Coffeyville Community College Job Fair	All Positions
4. websites	Chamber of Commerce, Bartlesville/Parsons/Coffeyville/Independence	1 Coffeyville Chamber of Commerce	All Positions
	Website: Oklahoma Association of Broadcasters, Nancy Struby, www.oabok.org		All Positions
	Website: KGGF Radio, Tina Romine www.kggfradio.com	2 kggfradio.com	All Positions
	Website: Kansas Association of Broadcasters		All Positions
	Indeed.com/ STAA/Other	1 Indeed 2 Other	All Positions
	AllAccess.com	1 AllAccess.com	All Positions
5.	Internships/Return Employee/Promotion		All Positions
6.	Walk ins/ Current Employee	3 Walk Ins	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, 2018 to January 30, 2019
Station(s) comprising Station Employment Unit: KGGF KUSN KQQF KGGF

1. KGGF-AM/FM, KUSN-FM and KQQF-FM held a booth at the Oklahoma Association of Broadcasters Career Fair on April 2018. Several students were given an opportunity to interview for positions.
 2. KGGF-AM/FM, KUSN-FM and KQQF-FM sponsored the Inter-State Farm & Home Show, March 2-3, 2018 at Coffeyville Community College. Employment applications were made available and distributed to interested persons. Station personnel that participated in this event included John Leonard, General Manager, Judi Alexander, David Soles, and Angelia Decker Sales Representatives and from SEK Media, LLC – Kaleb Potter.
 3. This employment unit also participated in the 2018 Field Kindley High School Career Day on October 24, 2018. Representatives of the radio stations spoke to students in the 9th - 12th grades about careers in radio and with our group. Employment applications were also passed out to interested students. The event lasted from 8:30am - 12:30pm and General Manager John Leonard participated.
 4. www.kggfradio.com- Notice of current openings and internship program, ongoing, kept current by General Manager – John Leonard
 5. Attended EEO Training at OAB in Tulsa, Oklahoma. Station Owner attended employment training at KAB in Wichita, KS.
 6. Kaleb Potter manned booth at OAB Career Fair at OAB Convention. Kaleb Potter – VP and Evan Fahrbach – Sports Director presented at Tri County Tech's Career Fair on October 17, 2018.
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Dr. Lisa Stephanie	Rollins bills	Langston Univ-Dept of Communications	PO Box 907	Langston	OK	73050 405-466-2231	Stephanie.bills@metrotech.edu
Chief Perry	Beaver	Metro Technology Centers	1600 Springlake Dr	Oklahoma City	OK	73111 405-595-4804	
Dean	Pearcy	Muscooge Creek Nation	PO Box 580	Okmulgee	OK	74447 918-756-8700	dpearcy@uon.thok.edu
Gayle	Anderson	Northern Oklahoma College	PO Box 310	Tonkawa	OK	74653 580-628-6446	anderson@nsook.edu
Matt	Adair	Northeastern State University	705 N Grand	Tahlequah	OK	74464-2 918-456-5511 x 3110	winnadair@nmosu.edu
Jerrid	Freeman	Northwestern State University	709 Oklahoma Blvd	Alva	OK	73717 405-420-8324	jferns22@nswok.edu
Personnel	Director	NSU-BA Campus	PO Box 130	Oaks	OK	74358 918-868-2196	kenneth.gould@oesr.state.ok.us
Ken	Gould	OESC	PO Box 1467	Armore	OK		
Charles	Shepherd	OK Assoc of Black Journalists	17112 Sunny Hollow	Edmond	OK	73012	
Ronald	Johnson	Oklahoma Baptist University	500 W University	Shawnee	OK	74804 405-878-2351	Ronald.Johnson@okbu.edu
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
Lisa	Gower	Oklahoma Christian University	PO Box 11000	Oklahoma City	OK	73136 405-425-6000	lisa.gower@oc.edu
Gwin	Lippert	Oklahoma City Community College	7777 S May Ave	Oklahoma City	OK	73159 405-982-1611	gwin@lippertmedia.com
Lynette	Marin	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	embrunner@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	Oklahoma City	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	Stillwater	OK	74106 918-594-8208	
Gill	Smith	Oklahoma State Univ-OKC	900 N Portland	Tulsa	OK	73107 405-945-8680	sgilber@osunok.edu
Marci	Piper	Oklahoma Wesleyan University	2201 Silver Lake Rd	Oklahoma City	OK	73107 405-945-8680	mhiper@okwu.edu
Personnel	Director	Osage Nation	1333 Grandview	Bartlesville	OK	74006 918-335-6249	
Ted	Moore	Osage National/Education	1333 Grandview	Pawhuska	OK	74056 918-287-2495	
Nancy	Weber	Resonance	1608 South Elwood Ave	Pawhuska	OK	74056	
Cathy	Coomer	Rogers State University	1701 W Will Rogers Blvd	Tulsa	OK	74119 918-587-3888	cocomer@su.edu
Lee	Williams	Rogers State University	1701 W Will Rogers Blvd	Claremore	OK	74017 918-343-7670	lwilliams@su.edu
Pam	Ermons	Rose State University	6420 SE 15th St	Claremore	OK	74017 918-343-7505	pemmons@rose.edu
Connie	Myrick	Rose State University	6420 SE 15th St	Midwest City	OK	73110 405-736-0272	cmvrick@rose.edu
KRSC-TV		RSU Public Television	1701 W Will Rogers Blvd	Claremore	OK	74017 918-510-8397	
Mary	Leppi	Sanford-Brown College	1345 Mendota Heights Rd	Mendota Heights	MN	55120 651-905-3402	mleppi@sfb-mendotahelights.com
Scott	Hensley	SE OSU	425 W University Blvd	Durant	OK	74701 580-745-2270	
Miriam	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	Bethany	OK	74006 918-333-6979	hballey@tulsacc.edu
Beverly	Bailey	Tulsa Community College	909 S Boston	Bartlesville	OK	74119 918-595-7045	hballey@tulsacc.edu
Ed	Taylor	Tulsa Community College	909 S Boston MC423	Tulsa	OK	74119 918-595-7217	
Kelly	Scalf	Tulsa Community College	909 S Boston	Tulsa	OK	74119 918-595-7170	kscalf@tulsacc.edu
Rachel	Schaller	Tulsa Tech		Tulsa	OK		rachel.schaller@tulsatech.edu
Career	Services	University of Central Oklahoma	100 University Blvd.	Edmond	OK	73034 405-974-3346	careers@uoco.edu
Destree	Hill	University of Central Oklahoma	100 University Blvd.	Edmond	OK	73034 405-974-2792	dhill33@uoco.edu
David	Nelson	University of Central Oklahoma	100 University Blvd.	Edmond	OK	73034 405-974-2584	dnelson7@uoco.edu
Kathy	Adams	University of Oklahoma	860 Van Vleet Oval	Norman	OK	73019 405-325-2721	kadam@sou.edu
Kathy	Johnson	University of Oklahoma	900 Asp Ave. Ste 323	Norman	OK	73019	kjohnson@ou.edu
Mike	Green	University of Oklahoma	900 Asp Ave. Ste 323	Norman	OK	73019 405-325-1974	oucs@ou.edu
Personnel	Mills	University of Tulsa-Broadcast	600 S College	Tulsa	OK	74104 918-631-2259	
Donna	Director	Women in Communications	3221 S 140th E Ave	Tulsa	OK	74134 918-663-2155	
Cheryl	Victorian	Workforce Comanche Nation	PO Box 908	Lawton	OK	73502	
Don	Hawkins	Workforce Oklahoma	Nowata Rd	Bartlesville	OK	74006 918-332-4811	cheryl.hawkins@oesr.state.ok.us
	Clark	Illinois Center for Broadcasting	530 S State Street	Chicago	IL	60605 312-884-8000	ddclark@BeOnAir.com