

**STILLWATER RADIO  
KSPI-AM/FM – KGFY - KVRO  
Stillwater, Oklahoma**

**EEO REPORTING  
February 1, 2022 – January 31, 2023**

KSPI-AM, KSPI-FM, KGFY, KVRO; Stillwater, Ok

All four (4) stations are combined in a sole operation configuration and thus are a single employment unit.

**Responsibilities of Management/Enforcement/Dissemination of EEO Policies**

Bill VanNess, General Manager of Stillwater Radio, has overall responsibility of hiring and of enforcing all EEO policies and to continually review our employment unit's performance and adherence to the Commission's EEO rules.

All current employees have been advised of our stations' EEO policies and have received a written copy of same. Future employees will be advised of our EEO policies during the interview process. Employees have been encouraged to advise their immediate supervisor of any complaints they may have of prejudice or discrimination in the workplace.

**Analysis of EEO Recruitment Programs/ Effectiveness/Pay/Benefit/Promotion and Selection Techniques**

Stillwater Radio, constantly analyzes its EEO Recruitment Program and to its effectiveness and outreach. Our pay and benefit plans are equitable for each appropriate position, and we attest that Stillwater Radio, does not discriminate in hiring or promotion on the basis of sex, age, race or nationality. Our policy is to afford the opportunity for employment to all qualified persons.

**LIST OF ALL FULL-TIME VACANCIES FILLED FOR THE  
PERIOD  
February 1, 2022 – January 31, 2023**

| <u>Position</u>   | <u>Date Hired</u> | <u>Source of Hire</u> |
|-------------------|-------------------|-----------------------|
| Account Executive | 09/06/2022        | Stillwaterradio.net   |
| Account Executive | 01/16/2023        | Indeed.com            |

Two (2) full-time employees hired during this EEO reporting period.

## YEARLY TOTAL NUMBER OF INTERVIEWS

### TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

|  |          |
|--|----------|
| <b>Total Number of interviews for full time vacancies</b>            | <b>6</b> |
| Stillwater Radio Former Employee                                     |          |
| Stillwater Radio on Air Ad   |          |
| <a href="http://www.stillwaterradio.net">www.stillwaterradio.net</a> | 2        |
| Oklahoma Association of Broadcasters                                 |          |
| Allaccess.com  |          |
| Indeed.com   | 4        |
| RAB.com  |          |

## LIST OF RECRUITMENT SOURCES USED FOR JOB VACANCIES

|  |   |
|--|---|
| Oklahoma State University<br>370 Student Union<br>Stillwater, OK 74078<br><a href="mailto:careers@okstate.edu">careers@okstate.edu</a> | Pam Ehlers<br>405-744-5253              |
| Oklahoma State University<br>School of Business  | Linda Stone<br>405-744-5192             |
| Oklahoma Association of<br>Broadcasters<br>6520 N. Western<br>Oklahoma City, OK 73116  | Nancy Struby<br>405-848-0771            |
| Stillwater Radio On-Air Ad   | Bill VanNess, GM<br>405-372-7800        |
| Allaccess.com<br><br><a href="http://www.stillwaterradio.net">www.stillwaterradio.net</a>  | website<br><br>Station Internet/On Air  |
| Workforce Oklahoma   |   |
| Otoe-Missouria Tribe<br>8151 Highway 177<br>Red Rock, OK 74651   | Human Resource Dept.                    |
| Pawnee Tribe of Oklahoma<br>PO Box 470<br>Pawnee, OK 74058   | Human Resource Dept.                    |
| Iowa Tribe of Oklahoma<br>Route 1, Box 721<br>Perkins, OK 74059  | Human Resource Dept.                    |
| Langston University<br>222 Page Hall<br>PO Box 1205<br>Langston, OK 73050  | Human Resource Dept.<br>(405) 466-2231  |
| Pawnee College<br>861 Little Dee Drive<br>Pawnee, OK 74058   | Human Resources Dept.<br>(918) 762-3343 |
| Northern Oklahoma College<br>Stillwater Campus<br>1118 West Hall of Fame<br>Stillwater, OK 74076                                       | Human Resources Dept.<br>(405) 744-2246 |

## List Of Recruitment Sources (Continued)

|                  |  |
|------------------|--|
| HireOSU.org      | website                                |
| Indeed.com       | website (Shawn Toomey)                 |
| RAB.com          | website (J Hetherington)               |
| Media Recruiter  | website (Art Scott)                    |
| ZipRecruiter.com | website                                |
| Inside Radio.com | website (Gene McKay)                   |
| Media Staffing   | Patty Kincaid, VP,GM<br>(602) 971-9382 |

## COMMUNITY GROUPS/ORGANIZATIONS NOTIFIED

NAACP  
Ardomor Branch Unit #6148  
PO Box 5121  
Armored, OK 73403

Human Resource Dept.

Stillwater Chamber of Commerce  
409 S. Main Street  
Stillwater, OK 74074

Rachel Burnett  
405-372-5573

**SUPPLEMENTAL OUTREACH INITIATIVES**  
**February 1, 2022 – January 31, 2023**  
**KSPI-AM/FM – KGFY - KVRO**  
**STILLWATER, OK**

1st Initiative

Stillwater Radio attended the Job fair at the Stillwater Community center Thursday, October 20, 2022, with other area businesses. The event was held at the Stillwater Community Center with various businesses in our region. Our employment unit provided information about the broadcast industry for interested participants. Station personnel were on-hand throughout this event to answer questions of any job seekers to the broadcast industry.

2<sup>nd</sup> Initiative

Stillwater Radio participated in the “Discovery Day” Job Fair, December 7, 2022 at Meridian Technology Center (STW). Throughout this job fair, Stillwater Employees discussed Broadcasting in length and answered questions from interested parties.

Although Stillwater Radio continues with our supplemental outreach to area colleges to post internship openings for broadcast and journalism departments, we had no intern recruitment this EEO period. We will continue offering internships for the Spring/Summer 2023 and Fall/Winter 2023 Semesters.