

## 2024 - Annual EEO Public File Report

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:

<u>Call Sign</u>	<u>Community</u>	<u>FIN</u>
KVOE AM	Emporia, KS	69777
KVOE FM	Emporia, KS	37128
KFFX-FM	Emporia, KS	69778

The information contained in this Annual EEO Report covers the time period from **February 1, 2023** to, and including, **January 31, 2024**

This Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) 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 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
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 by **February 1, 2024** and posted on the stations website, in accordance with the FCC's EEO Rules.

Appendices 1, 2, and 3, which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Source that referred Hiree" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of the 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.

Appendix 1 to

Annual EEO Public File Report Form

Covering Period from **February 1, 2023** to **January 31, 2024**

Stations Comprising Station Employment Unit: KVOE AM/FM, KFFX-FM

<b>Section 1: Vacancy Information</b>		
<u>Full-time Positions Filled by Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from all Sources for this Position.</u>
Operations Manager	STTA	2
Total number of persons interviewed during applicable period:		2

**Appendix 2 to**  
**Annual EEO Public File Report**  
**Covering Period from**  
**February 1, 2020 to January 31, 2021**

**Stations comprising Station Employment Unit: KVOE AM/FM, KFFX FM**

<b>Section 2: FIVE (5) full-time Vacancies for the covered period</b>		
<u>Recruitment Source</u>	<u># of Interviewees</u>	<u>Source that Referred Hiree</u>
Flint Hills Technical College* Dir. of Enrollment-Management & Placement Job Placement Office 3301 W. 18 <sup>th</sup> Emporia, KS 66801 620-341-2300	0	
Emporia State University* Director of Career Services 1200 Commercial Emporia, KS 66801 620-342-1200	0	
Emporia WorkForce Center* Bill McCord 512 Market Emporia, KS 66801 620-342-3355	0	
Older Kansans Employment Program* Sally Holliman 512 Market Emporia, KS 66801 620-342-2513	0	
Radio Broadcast School* Joe C. Deschler 700 3 <sup>rd</sup> Street N., Suite LL7 La Crosse, WI 54601	0	
Emporia Gazette Classified Ads 517 Merchant Emporia, KS 66801 620-342-4800	0	
Kansas Association of Broadcaster Job Bank Web Site <a href="http://www.kab.net/jobbank">www.kab.net/jobbank</a>	0	

<b>Section 2: ZERO (0) full-time Vacancies for the covered period (cont.)</b>		
<u>Recruitment Source</u>	<u># of Interviewees</u>	<u>Source that Referred Hiree</u>
Kansas Department of Human Resources* Kansas Job Link 401 SW Topeka Blvd. Topeka, KS 66603	0	
Ketch-Employment Services Division* Kathy Vorse 1701 Wheeler Emporia, KS 66801	0	
NAACP* Mary Lou McClain 817 Cottonwood Emporia, KS 66801	0	
Mexican-American Club* PO Box 278 Emporia, KS 66801	0	
The Bulletin* Emporia State University 107 Memorial Union Emporia, KS 66801	0	
Emporia's Radio Stations, Inc. PO Box 968 Emporia, KS 66801	0	0
KVOE.com	0	0
Radioonline.com	0	
Journalismjobs.com	0	
Tvandradiojobs.com	0	
Airtalents.com	0	
indeed.com	0	
Careerpage.org	0	
Other	2	1
<b>Total Interviewees.</b>	<b>2</b>	<b>1</b>
*Indicates sources that have requested notification of job openings.		

Appendix 3 to

Annual EEO Public File Report Form

**Covering Period from  
February 1, 2023 to January 31, 2024**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities  
Undertaken by KVOE AM/FM, KFFX-FM

1. We participated in the Kansas Association of Broadcasters Scholarship program monetarily, promoting the availability of the scholarship, and making applications available to interested individuals. This program is designed to assist students interested in pursuing a career in broadcasting.
2. Emporia Middle School 8<sup>th</sup> Grader Kelsey McCoy spent the day showing our News Director and an On Air Announcer and also visited with other staff on 04-06-23. She has expressed an interest in broadcasting. (on file)
3. Tagan Trahoon attended the ESU Career Fair hosted by Emporia State University on 08-22-23. (on file)
4. We offered our internship program designed to assist members of the community and local campus community to acquire skills needed for broadcast employment.
5. Actively recruited local organizations to distribute any vacancy information we may have available. This was done through thirty-second announcements rotating on all three radio stations. (Schedules and Copy in file)