

## **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:

<b>Call Sign</b>	<b>Community</b>	<b>FIN</b>
<b>KMMY</b>	<b>Soper, OK</b>	<b>164292</b>

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.

# Annual EEO Public File Report

## 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

# Annual EEO Public File Report

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

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

**There were no full time opening filled during the time period**

## Annual EEO Public File Report

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

<b>YEARLY RECRUITMENT INITIATIVES</b>					
	<b>DATE</b>	<b>INITIATIVE</b>	<b>DESCRIPTION</b>	<b>SCOPE OF INVOLVEMENT</b>	<b>PERSONNEL INVOLVED</b>
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