



KTFX-FM EEO AUDIT

2022-2023

KTFX-FM Unit

In response to the March 22, 2024, letter of Assistant Chief Elizabeth E. Goldin,
Investigations & Hearings Division, Enforcement Bureau.

Gail C. Payne
GPAYNE3498@AOL.COM

K95.5, Inc.
3405 East Louisville ST
Broken Arrow, OK
April 12, 2024

Federal Communications Commission
Investigations & Hearing Division
Enforcement Bureau
Elizabeth E Goldin, Assistant Chief
Washington, D.C. 20554

**Re: KTFX-FM(FM). WARNER, OK (Facility ID No. 56622
Response to March 22, 2024, EEO Audit Letter**

Ladies/Gentlemen:

Transmitted herewith is the response to the March 22, 2024, letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearing Division, Enforcement Bureau, requesting information in response to a FCC audit of our EEO program for KTFX(FM).

Audit Data Requested.

We respectfully note that our employment unit:
KTFX-FM(FM). WARNER, OK (Facility ID No. 56622 Unit

Also includes:

KEOK (FM) TAHLEQUAH, OK (Facility ID No.

KTLQ (AM) TAHLEQUAH, OK (Facility ID No. 16567

The Unit currently has six full-time employees all of whom are regularly assigned to work 30 hours or more per week: one General Manager, two Operations Managers, 2 Account Executives, one announcer and one Traffic Director.

During current license term, no complaint involving KTFX (FM) OR KEOK (FM)KTLQ (AM)was filed before any body having competent jurisdiction under federal, state, territorial, or local law alleging unlawful discrimination in the employment practices of our unit based on race, color religion national or gender.

The unit consisting of KTFX (FM) OR KEOK (FM)KTLQ (AM) is not time brokered.

2.b (i) Copies of the Unit's two most recent EEO Public File Reports.

2.b(ii) The websites where the EEO Public File Reports are post for the Unit are:

Okiecountry1017.com

Lakescountry1021.com

2.b (iii) Full-time positions filled by the Unit during the period covered by EEO Public File Reports.

Notices:

(1-) multiple sources & documentation showing that one such notice was sent.

(2) a list of additional sources to which the notice was distributed, and

(3) a statement confirming notices to all additional sources used to announce the vacancy were retained.

And all job announcements

2.b.(iv) Total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered.

2. b.(v) Dated documentation demonstrating performance of the Unit's recruitment initiatives during the period covered.

2. b (vi) During our current license term, no complaint involving the Unit was filed, before anybody having competent jurisdiction under federal, state, territorial or local law alleging unlawful discrimination in the employment practices of our unit.

3. Time Brokerage

The Unit is not time-brokered.

4. Time Brokerage

The Unit is not time-brokered.

This information fully responds to your audit letter, but please let us know if you require anything further.

K95.5, INC.

By _____

Ms. Gail Payne

A handwritten signature in black ink, appearing to read "Gail Payne", is written over a horizontal line that serves as a signature line.

KTFX-FM (WARNER, OK) Fa ID 56622
Licensee K95.5 Inc.
3405 East Louisville Street
Broken Arrow OK 74014

1. Randomly selected KTFX EEO Program



Federal Communications Commission
Washington, D.C. 20554

March 22, 2024

KTFX-FM, WARNER, OK, Fac ID 56622
K95.5, Inc.
3405 E. Louisville Street
Broken Arrow, OK 74014

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), KTFX-FM, WARNER, OK, Fac ID 56622 (the Station) and all other stations, if any, in the same station employment unit (defined by 73.2080(e)(2) as commonly owned stations in the same market that share employees) (the Unit) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of section 73.2080 of the Federal Communications Commission (FCC or Commission) rules can be found here: <https://www.fcc.gov/enforcement/eb-eeo/equal-employment-opportunity-rules>.

2. Audit Data Requested.

* (a) If the Unit has fewer than five full-time employees (defined by section 73.2080(e)(1) as employees regularly assigned to work 30 hours a week or more), submit a response listing the Unit's full-time employees identified by job title (no personal names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 2(b)(vi) below. Please also see Questions 3 and 4 below for guidance regarding brokers and brokered stations.

(b) If the Unit employs five or more full-time employees, provide the following information:

(i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6).

(ii) For each station in the Unit that maintains a website, the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

(iii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if a job notice was sent to multiple sources, the Unit may include in its response: (1) documentation showing one such notice was sent,

(2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii).¹ Include, however, copies of all job announcements sent to any organization (identified separately from other recruitment sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

(iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

(v) Dated documentation demonstrating performance of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors, and as required by section 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation provided appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask for additional verification.

* (vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or gender. . For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that the Unit must report all complaints, regardless of their status or disposition.

(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and

¹ For on-air announcements that aired multiple times to advertise the position, you may send a traffic log summary documenting the timeframe during which the announcements aired (in lieu of the log in its entirety). The log showing all air dates and times may be required for additional verification, but the Unit need not provide with its initial response.

how the Unit has informed employees and job applicants of its EEO policies and program.

(viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), a description of the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(x) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(c) Resumes, company training manuals, posters, employee handbooks, and corporate guidebooks are not required to be submitted. If any of the information in these or similar materials is relevant to any part of this audit letter, the Unit may provide a summary of any content if it so wishes. If this audit requires an unusually burdensome volume of documentation, the Unit may contact EEO staff at (202) 418-1450 at least seven days prior to the response deadline to discuss alternative ways of condensing the information.

* **3. Time Brokerage—Licensee of brokered station(s) receives audit letter.**

If any station included in the Unit is subject to a time brokerage agreement, the licensee must immediately forward a copy of this letter to the broker under each such agreement. Additionally, if the Unit employs fewer than five full-time employees, the licensee must respond by providing a list of the Unit's full-time employees listed by job title, the number of hours each employee is assigned to work, and a response to paragraph 2(b)(vi) above. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 2(b).

X 4. Time Brokerage—Broker receives audit letter.

(a) **Broker receives audit letter from brokered station licensee.** The broker must submit information requested in paragraph 2(b) above concerning information relating only to its own full-time employees working on behalf of the brokered station, as required by section 73.2080(f)(3) of the Commission's rules. If recruitment activity for those brokered station employees is maintained with that of other stations licensed to you, and you lack the ability to separate the information, submit information pertaining to both.

(b) **Broker receives audit letter directly from Commission.** If any station in the Unit is licensed to you, submit information requested in paragraph 2(b) above for the Unit's EEO program. If recruitment activity pertaining to full-time employees working on behalf of another station you broker is maintained with that of the Unit, and you lack the ability to separate the information, submit information pertaining to both.

(c) **Broker described in 4(a) or 4(b).** If full-time employees at the station you broker, combined with full-time employees at the Station (or Unit), total fewer than five, you need only respond to this letter by submitting a list of full-time employees (identified by job title and number of hours regularly assigned to work per week) for both the brokered station(s) and subject Station as well as a response to paragraph 2(b)(vi).

5. Procedures.

(a) **The response to this audit letter must be uploaded to the FCC-hosted online public inspection file (<https://publicfiles.fcc.gov/>) belonging to each station in the Unit by no later than May 6, 2024.** The response should be placed in the EEO Audits, Investigations, and Complaints subfolder in the online public file (found at EEO Records>>Additional Documents>> EEO Audits, Investigations, and Complaints). Include in the response the Station's Facility ID Number and an e-mail address of a Station representative.

(b) Any extension of time must be requested at least five days prior to aforementioned deadline (via email to EB-EEO@fcc.gov), indicate the additional time the Unit believes it needs to complete its response (not to exceed 45 days) and will be granted only upon a showing of good cause. Unless and until an extension is granted, the original deadline remains in effect.

(c) If the Unit submitted an EEO audit response in 2022 or 2023 and/or the most recent license renewal application(s) applicable to the Unit were granted after February 1, 2022, send an email to EB-EEO@fcc.gov for additional guidance on whether a response is required. In the email, provide a reference to the relevant filings/applications before the Commission.

(d) The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee.

(See 47 CFR § 1.16.) To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; 47 CFR § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with section 73.2080(g).

(e) As required by sections 73.3526(e)(10) (commercial stations) and 73.3527(e)(11) (noncommercial educational stations), a copy of this letter and the response must be placed in the FCC-hosted online public inspection file belonging to each station in the Unit. Consequently, the response should **NOT include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. The FCC does not require that employment units retain such information in their records, or that such information be provided in response to this letter.**

(f) Upon receipt, audit responses will be reviewed for completeness. If any questions arise or there are missing materials, EEO staff will contact you. The Enforcement Bureau no longer issues letters to licensees upon completion of our review of audit responses.

6. Should you have any questions, please contact EEO Staff at EB-EEO@fcc.gov or (202) 418-1450. Thank you for your cooperation.

Sincerely,

/s/ Elizabeth Goldin

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau

KTFX-FM (WARNER, OK) Fa ID 56622
Licensee K95.5 Inc.
3405 East Louisville Street
Broken Arrow OK 74014

Audit data requested: two most recent public file EEO reports.

2.b

(i)

- Copies of the Unit's two most recent EEO Public File Reports.

See Attachments 2022 & 2023 EEO Public File Reports.

2022 - 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:

| Call Sign | Community | FIN |
|-----------|------------|------------------------|
| KTFX-FM | Warner, OK | K-95.5 Inc. 73-1480159 |

The information contained in this Annual EEO Report covers the time period from February 1, 2022 to, and including, January 31, 2023 (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;
- 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;
- The recruitment source that referred the Hire for each full-time vacancy filled during the Applicable Period;
- 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
- 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, 2023 and posted on the stations website, in accordance with the FCC's EEO Rules.

2022 - Annual EEO Public File Report

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

Time Period Covered: February 1, 2022 to January 31, 2023

Stations in Employment Unit: KTFX-FM

| | Full-time Positions Filled By Job Title | Recruitment Source that Referred the Person Hired |
|---|--|---|
| 1 | Operations Manager / On-Air Personality | All Access – www.allaccess.com |

Total Number of People Interviewed for All Job Positions: 15

2022 - Annual EEO Public File Report

SECTION 2: Full-Time Job Openings Filled During This Period

Time Period Covered: **February 1, 2022 to January 31, 2023**

Stations in Employment Unit: **KTFX-FM**

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees This Source Has Provided During This Period | Full-time Positions for Which This Source Was Utilized |
|----|--|--|--|
| 1 | American Broadcast School – Shawn Cockrell 4511 SE 29 th Street – Oklahoma City, OK 73115 PH: 405-672-6511 Email: shawn@radioschool.com | 0 | 1 |
| 2 | Cameron University – Jordan Scribner 2800 W. Gore – Lawton, OK 73505 PH: 580-581-6769 Email hirecameronaggies@cameron.edu | 0 | 1 |
| 3 | Cherokee Nation – Kaylan Pritchett P.O. Box 948 – Tahlequah, OK 74465 PH: 918-453-5555 Email: Kaylan-pritchett@cherokee.org | 0 | 1 |
| 4 | Langston University – Handshake Online Portal 701 Sammy Davis Jr Dr - Langston, OK 73050 PH: (405) 466-2231 | 0 | 1 |
| 5 | Northeastern State University – NSU – Handshake Online Portal 705 N. Grand – Tahlequah, OK 74464 | 0 | 1 |
| 6 | Oklahoma Association of Broadcasters (OAB) – Nancy Struby 6520 N Western Ave # 104, Oklahoma City, OK 73116 PH: (405) 848-0771 Email: struby@oabok.org | 0 | 1 |
| 7 | Oklahoma City University – Handshake Online Portal 2501 N Blackwelder – Oklahoma City, OK 73106 PH: 405-208-5000 Email: careerservices@okcu.edu | 0 | 1 |
| 8 | Oklahoma Office of Handicapped Concerns – Valencia Stiggers 2401 NW 23 rd , Suite 90 – Oklahoma City, OK 73107 PH: 405-521-3756 Email: Valencia.stiggers@odc.ok.gov | 0 | 1 |
| 9 | Oklahoma State University of Technology – Handshake Online Portal 1801 E 4th Street - Okmulgee, OK 74447 | 0 | 1 |
| 10 | Oklahoma Wesleyan University – Alice Cooper 2201 Silver Lake Rd – Bartlesville, OK 74006 PH: 918-335-6249 Email: acooper@okwu.edu | 0 | 1 |

| | | | |
|----|--|----|---|
| 11 | Oral Roberts – Handshake Online Portal 7777 S Lewis Ave, Tulsa, OK 74171 | 0 | 1 |
| 12 | Resonance – Cathy Hodges 1608 S Elwood Ave – Tulsa, OK 74119 PH: 918-587-3888 Email: chodges@resonancetulsa.org | 0 | 1 |
| 13 | Rogers State University – Handshake Online Portal 1701 W Will Rogers Blvd – Claremore, OK 74017 PH: 918-343-7670 Email: ccoomer@rsu.edu | 0 | 1 |
| 14 | Southern Nazarene University – Handshake Online Portal 6729 NW 29 th Expressway – Bethany, OK 73008 PH: 405-491-6684 Email mmullens@snu.edu | 0 | 1 |
| 15 | Workforce Oklahoma of Tahlequah – Tim Grimes 1755 S Muskogee Avenue – Tahlequah, OK 74464 PH: 918-456-8846 Email: tim.grimes@oesc.state.ok.us | 0 | 1 |
| 16 | Station On-air Recruitment Ads | 0 | 1 |
| 17 | Station Website | 0 | 1 |
| 18 | Station Social Media | 0 | 1 |
| 19 | Employee Referrals / Rehire | 2 | 1 |
| 20 | Promoted/Transferred from Within Stations | 0 | 0 |
| 21 | Walk - In | 0 | 0 |
| 22 | Indeed.com Job Recruitment Website | 0 | 0 |
| 23 | Radio Advertising Bureau – Job Posting in Radio Sales Today | 0 | 0 |
| 24 | All Access – online radio/music industry community – www.allaccess.com | 13 | 1 |

2022 – Annual EEO Public File Report

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

Time Period Covered: February 1, 2022 to January 31, 2023

Station(s) in Employment Unit: KTFX-FM

- 1. Job Fair:** On March 24, 2022, the radio station participated in the Student Day Career Fair at the River Spirit Hotel in Tulsa hosted by Oklahoma Association of Broadcasters. Gail Payne was in attendance.
- 2. Job Fair:** On August 3, 2022 the radio station hosted a Career Fair at the Muskogee Civic Center in Muskogee, OK 9am to 3pm. Michelle Fausett and Mick Reed were in attendance.

2022 - 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:

| Call Sign | Community | FIN |
|-----------|---------------|------------|
| KEOK-FM | Tahlequah, OK | 05-0588293 |
| KTLQ-AM | Tahlequah, OK | 05-0588293 |

The information contained in this Annual EEO Report covers the time period from **February 1, 2022 to, and including, January 31, 2023** (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;
- 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;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- 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
- 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, 2023** and posted on the stations website, in accordance with the FCC's EEO Rules.

2022 - Annual EEO Public File Report

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

Time Period Covered: **February 1, 2022 to January 31, 2023**

Stations in Employment Unit: **KEOK-FM, KTLQ-AM**

| | Full-time Positions Filled by Job Title | Recruitment Source that Referred the Person Hired |
|---|--|--|
| 1 | Operations Manager / On –Air Personality | Employee Referral |
| 2 | Traffic Manager | Workforce Oklahoma |
| 3 | Account Executive | Employee Referral |

Total Number of People Interviewed for All Job Positions: 20

| | | | |
|----|--|---|---|
| | PH: 918-335-6249 Email: acooper@okwu.edu | | |
| 11 | Oral Roberts – Handshake Online Portal 7777 S Lewis Ave, Tulsa, OK 74171 | 0 | 3 |
| 12 | Resonance – Cathy Hodges 1608 S Elwood Ave – Tulsa, OK 74119 PH: 918-587-3888 Email: chodges@resonancetulsa.org | 0 | 3 |
| 13 | Rogers State University – Handshake Online Portal 1701 W Will Rogers Blvd – Claremore, OK 74017 PH: 918-343-7670 Email: ccoomer@rsu.edu | 0 | 3 |
| 14 | Southern Nazarene University – Handshake Online Portal 6729 NW 29 th Expressway – Bethany, OK 73008 PH: 405-491-6684 Email mmullens@snu.edu | 0 | 3 |
| 15 | Workforce Oklahoma of Tahlequah – Tim Grimes 1755 S Muskogee Avenue – Tahlequah, OK 74464 PH: 918-456-8846 Email: tim.grimes@oesc.state.ok.us | 6 | 3 |
| 16 | Station On-air Recruitment Ads | 5 | 2 |
| 17 | Station Website | 3 | 2 |
| 18 | Station – Social Media | 0 | 0 |
| 19 | Employee Referrals | 4 | 0 |
| 20 | Promoted/Transferred from Within Stations | 0 | 0 |
| 21 | Walk - In | 0 | 0 |
| 22 | Indeed.com Job Recruitment Website | 0 | 1 |
| 23 | Tahlequah Daily Press – Newspaper Ad | 2 | 1 |

2022 - Annual EEO Public File Report

SECTION 2: Recruitment Sources

Time Period Covered: February 1, 2022 to January 31, 2023

Stations in Employment Unit: KEOK-FM, KTLQ-AM

| | Recruitment Source Name, Address, Telephone Number, Contact Person | Total Number of Interviews This Source Has Provided During This Period | Full-time Positions for Which This Source Was Utilized |
|----|--|--|--|
| 1 | American Broadcast School – Shawn Cockrell 4511 SE 29 th Street – Oklahoma City, OK 73115 PH: 405-672-6511 Email: shawn@radioschool.com | 0 | 3 |
| 2 | Cameron University – Jordan Scribner 2800 W. Gore – Lawton, OK 73505 PH: 580-581-6769 Email hirecameronaggies@cameron.edu | 0 | 3 |
| 3 | Cherokee Nation – Kaylan Pritchett P.O. Box 948 – Tahlequah, OK 74465 PH: 918-453-5555 Email: Kaylan-pritchett@cherokee.org | 0 | 3 |
| 4 | Langston University – Handshake Online Portal 701 Sammy Davis Jr Dr - Langston, OK 73050 PH: (405) 466-2231 | 0 | 3 |
| 5 | Northeastern State University – Handshake Online Portal 705 N. Grand – Tahlequah, OK 74464 | 0 | 3 |
| 6 | Oklahoma Association of Broadcasters (OAB) – Nancy Struby 6520 N Western Ave # 104, Oklahoma City, OK 73116 PH: (405) 848-0771 Email: struby@oabok.org | 0 | 2 |
| 7 | Oklahoma City University – Handshake Online Portal 2501 N Blackwelder – Oklahoma City, OK 73106 PH: 405-208-5000 Email: careerservices@okcu.edu | 0 | 3 |
| 8 | Oklahoma Office of Handicapped Concerns – Valencia Stiggers 2401 NW 23 rd , Suite 90 – Oklahoma City, OK 73107 PH: 405-521-3756 Email: Valencia.stiggers@odc.ok.gov | 0 | 3 |
| 9 | Oklahoma State University of Technology – Handshake Online Portal 1801 E 4th Street Okmulgee, OK 74447 | 0 | 3 |
| 10 | Oklahoma Wesleyan University – Alice Cooper 2201 Silver Lake Rd – Bartlesville, OK 74006 | 0 | 3 |

2022 - Annual EEO Public File Report

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

Time Period Covered: **February 1, 2022 to January 31, 2023**

Stations in Employment Unit: **KEOK-FM, KTLQ-AM**

- 1. Job Fair:** On March 24, 2022, the radio station participated in the Student Day Career Fair at the River Spirit Hotel in Tulsa hosted by Oklahoma Association of Broadcasters. Gail Payne was in attendance.
- 2. Job Fair:** On August 3, 2022 the radio station hosted a Career Fair at the Muskogee Civic Center in Muskogee, OK 9am to 3pm. Michelle Fausett and Mick Reed were in attendance.
- 3. Internship:** KEOK-FM & KTLQ-AM participates with area Universities to provide internship programs. One intern was active with the stations this period.

2023 – Annual EEO Public File Report

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

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

Station(s) in Employment Unit: KTFX-FM

- 1. Job Fair:** On March 30, 2023, the radio station participated in the Student Day Career Fair at the River Spirit Hotel in Tulsa hosted by Oklahoma Association of Broadcasters. Gail Payne was in attendance.
- 2. Job Fair:** On April 11, 2023 the radio station participated in the Kiamichi Tech Career Fair in Hugo, OK 10am to 2pm. Will Payne was in attendance.
- 3. Job Fair:** On July 12, 2023 the radio station hosted and participated in a Career Fair at the Muskogee Civic Center 9am to 3pm. Michelle Fausett and Travis Reeves were in attendance.

2023 - Annual EEO Public File Report

SECTION 2: Full-Time Job Openings Filled During This Period

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

Stations in Employment Unit: KTFX-FM

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees This Source Has Provided During This Period | Full-time Positions for Which This Source Was Utilized |
|----|--|---|---|
| 1 | American Broadcast School – Shawn Cockrell 4511 SE 29 th Street – Oklahoma City, OK 73115 PH: 405-672-6511 Email: shawn@radioschool.com | 0 | 1 |
| 2 | Cameron University – Jordan Scribner 2800 W. Gore – Lawton, OK 73505 PH: 580-581-6769 Email hirecameronaggies@cameron.edu | 0 | 1 |
| 3 | Cherokee Nation – Kaylan Pritchett P.O. Box 948 – Tahlequah, OK 74465 PH: 918-453-5555 Email: Kaylan-pritchett@cherokee.org | 0 | 1 |
| 4 | Langston University – Handshake Online Portal 701 Sammy Davis Jr Dr - Langston, OK 73050 PH: (405) 466-2231 | 0 | 1 |
| 5 | Northeastern State University – NSU – Handshake Online Portal 705 N. Grand – Tahlequah, OK 74464 | 0 | 1 |
| 6 | Oklahoma Association of Broadcasters (OAB) – Nancy Struby 6520 N Western Ave # 104, Oklahoma City, OK 73116 PH: (405) 848-0771 Email: struby@oabok.org | 0 | 1 |
| 7 | Oklahoma City University – Handshake Online Portal 2501 N Blackwelder – Oklahoma City, OK 73106 PH: 405-208-5000 Email: careerservices@okcu.edu | 0 | 1 |
| 8 | Oklahoma Office of Handicapped Concerns – Valencia Stiggers 2401 NW 23 rd , Suite 90 – Oklahoma City, OK 73107 PH: 405-521-3756 Email: Valencia.stiggers@odc.ok.gov | 0 | 1 |
| 9 | Oklahoma State University of Technology – Handshake Online Portal 1801 E 4th Street - Okmulgee, OK 74447 | 0 | 1 |
| 10 | Oklahoma Wesleyan University – Alice Cooper 2201 Silver Lake Rd – Bartlesville, OK 74006 PH: 918-335-6249 Email: acooper@okwu.edu | 0 | 1 |

| | | | |
|----|--|---|---|
| 11 | Oral Roberts – Handshake Online Portal 7777 S Lewis Ave, Tulsa, OK 74171 | 0 | 1 |
| 12 | Resonance – Cathy Hodges 1608 S Elwood Ave – Tulsa, OK 74119 PH: 918-587-3888 Email: chodges@resonancetulsa.org | 0 | 1 |
| 13 | Rogers State University – Handshake Online Portal 1701 W Will Rogers Blvd – Claremore, OK 74017 PH: 918-343-7670 Email: ccoomer@rsu.edu | 0 | 1 |
| 14 | Southern Nazarene University – Handshake Online Portal 6729 NW 29 th Expressway – Bethany, OK 73008 PH: 405-491-6684 Email mmullens@snu.edu | 0 | 1 |
| 15 | Workforce Oklahoma of Tahlequah – Tim Grimes 1755 S Muskogee Avenue – Tahlequah, OK 74464 PH: 918-456-8846 Email: tim.grimes@oesc.state.ok.us | 0 | 1 |
| 16 | Station On-air Recruitment Ads | 0 | 1 |
| 17 | Station Website | 0 | 1 |
| 18 | Station Social Media | 0 | 1 |
| 19 | Employee Referrals / Rehire | 0 | 0 |
| 20 | Promoted/Transferred from Within Stations | 0 | 0 |
| 21 | Walk - In | 0 | 0 |
| 22 | Indeed.com Job Recruitment Website | 0 | 0 |
| 23 | Radio Advertising Bureau – Job Posting in Radio Sales Today | 0 | 0 |
| 24 | All Access – online radio/music industry community – www.allaccess.com | 0 | 0 |

2023 - 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:

| Call Sign | Community | FIN |
|------------------|-------------------|-------------------------------|
| KTFX-FM | Warner, OK | K-95.5 Inc. 73-1480159 |

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;
- 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;
- The recruitment source that referred the Hire for each full-time vacancy filled during the Applicable Period;
- 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
- 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.

2023 - Annual EEO Public File Report

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

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

Stations in Employment Unit: KTFX-FM

| Full-time Positions Filled By Job Title | Recruitment Source that Referred the Person Hired |
|--|--|
| None Filled | |

Total Number of People Interviewed for All Job Positions: 0

2023 - 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:

| Call Sign | Community | FIN |
|------------------|----------------------|-------------------|
| KEOK-FM | Tahlequah, OK | 05-0588293 |
| KTLQ-AM | Tahlequah, OK | 05-0588293 |

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;
- 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;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- 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
- 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.

2023 - Annual EEO Public File Report

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

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

Stations in Employment Unit: **KEOK-FM, KTLQ-AM**

| Full-time Positions Filled By Job Title | | Recruitment Source that Referred the Person Hired |
|--|-------------------|--|
| 1 | Account Executive | Walk-In / Rehire |
| 2 | Account Executive | On Air Ad |
| 3 | Account Executive | Employee Referral |

Total Number of People Interviewed for All Job Positions: 3

2023 - Annual EEO Public File Report

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

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

Stations in Employment Unit: **KEOK-FM, KTLQ-AM**

- 1. Job Fair:** On March 30, 2023, the radio station participated in the Student Day Career Fair at the River Spirit Hotel in Tulsa hosted by Oklahoma Association of Broadcasters. Gail Payne was in attendance.
- 2. Job Fair:** On April 11, 2023 the radio station participated in the Kiamichi Tech Career Fair in Hugo, OK 10am to 2pm. Will Payne was in attendance.
- 3. Job Fair:** On July 12, 2023 the radio station hosted and participated in a Career Fair at the Muskogee Civic Center 9am to 3pm. Michelle Fausett and Travis Reeves were in attendance.

KTFX-FM (WARNER, OK) Fa ID 56622
Licensee K95.5 Inc.
3405 East Louisville Street
Broken Arrow OK 74014

2.b(ii) The websites where the EEO Public File Reports are post for the Unit are:

Okiecountry1017.com
Lakescountry1021.com

KTFX-FM (WARNER, OK) Fa ID 56622
Licensee K95.5 Inc.
3405 East Louisville Street
Broken Arrow OK 74014

2.b (iii) (2) List of Sources

Emails posted job openings and on websites and used Workforce Oklahoma to fill the positions. In addition to cover letter sent the following.

Sources:

Documentation showing one such notice was sent to multiple source, Statement confirming notices to all additional sources used to, Documentation showing that one such notice was sent, List of additional sources to which the notice was distributed by email, Statement confirming notices to all additional sources used to announce the vacancy were retained, All Job Announcements.

See attached:

KTFX-FM (WARNER, OK) Fa ID 56622
 Licensee K95.5 Inc.
 3405 East Louisville Street
 Broken Arrow OK 74014

2.b.(iv) Total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered.

Add total number of interviews for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered.

| EEO Public File Report KTFX-FM (Warner) Unit Dates January – December 2022 - 2023 Full Positions Filled | | | | | | |
|--|--------------------|------------|-------------|---|--------------------|--------------|
| | | | | | Number Interviewed | Number Hired |
| Full Time Position Source Entitled to Vacancy Notification? | Position Title | Date Open | Date Filled | * Attached Recruitment Sources: List used for all full-time vacancies. Recruitment providing interviewers. Emailed recruiters on list, listed on Webpage, & aired On-air. See Attached pages. | | |
| Yes | Operations Manager | 02/22/2022 | 03/23/2022 | * Sent out emails to source. | 1 | 1 |
| Yes | Operations Manager | 10/17/2022 | 11/3/2022 | * Sent out emails to source. | 15 | 1 |
| Yes | Traffic Manager | 2/28/2022 | 3/23/2022 | * Sent out emails to source. | 7 | 1 |
| Yes | Account Executive | 11/3/2022 | 1/17/2022 | * Sent out emails to source. | 1 | 1 |
| Yes | Account Executive | 2/1/2023 | 3/2/2023 | * Sent out emails to source. | 1 | 1 |
| Yes | Account Executive | 2/1/20233 | 12/11/2023 | * Sent out emails to source. * | 1 | 1 |
| Yes | Account Executive | 2/1/2023 | 11/1/2023 | * Sent out emails to source. | 1 | 1 |

KTFX-FM (WARNER, OK) Fa ID 56622
Licensee K95.5 Inc.
3405 East Louisville Street
Broken Arrow OK 74014

Payne Radio Job Posting:

Payne Radio is an Equal Opportunity Employer

| Job Title | Posting Date | Closing Date | Company / Location |
|-----------------|-----------------------|---------------------------------|--------------------------------|
| Traffic Manager | | When filled | KEOK/-FM/KTLQ-AM Tahlequah, OK |
| Department | Full-Time / Part-Time | Workdays | Work Hours |
| Office | Full Time | Monday – Friday or as needed | 8am to 5:00pm or as needed |

Overall Objective

Manage client accounts by scheduling commercials, correctly billing, and applying payments. Manage the front office by answering phones and greeting clients. Must present a professional demeanor for greeting customers/clients/visitors to the station. Assist General Manager/Sales Manager.

Essential Functions

- Schedule commercials in the Natural Log system and interface with NextGen.
- Make deposits daily (A/R) and manage cash flow. Send out billing to clients.
- Answer multiple telephone lines.
- Ability to operate a fax machine & scanner and to send emails daily.
- Communicate with Programming and Sales to facilitate updates, corrections, and changes.
- Provide front office support – assisting customers, clients, and visitors.
- Assist with other duties as determined by General Manager and Operations /Sales Manager.
- Willing to follow dress code. Keep office area clean and filing up to date.
- Develop sales brochures and do Facebook postings. Update Web Page.
- Valid drivers and state insurance.

Qualifications

- Minimum of High School Diploma or GED
- Proficient with Microsoft Excel, Word, PowerPoint, and Publisher.
- Excellent verbal and written communication skills
- Ability to multitask and prioritize projects to ensure completion,
- Desire and willingness to work in a collaborative, innovative and collaborative environment.

Contact Information

Name: Travis Reeves, General Manager Phone: (918) 456-2511
 E-mail: travis@payneradiogroup.com

Payne Radio Job Posting

Payne Radio is an Equal Opportunity Employer

KTFX-FM (WARNER, OK) Fa ID 56622
Licensee K95.5 Inc.
3405 East Louisville Street
Broken Arrow OK 74014

| Payne Radio Job Posting: <i>Payne Radio is an Equal Opportunity Employer</i> | | | |
|--|-----------------------|---------------------------------|--|
| On-air Personality / Operations Manager | | When filled | KTFX -FM Muskogee, OK KEOK/-FM/KTLQ-AM Tahlequah, OK |
| Department | Full-Time / Part-Time | Workdays | Work Hours |
| Programming | Full-Time | Monday - Friday or as needed | 8am to 5:30pm or as needed |

Overall Objective

Host an on-air radio morning show and oversee Programming department operations

Essential Functions

- Host live radio morning show and engage with community and audience.
- Produce commercials.
- Maintain radio equipment.
- Oversee programming department staff.
- Manage and update website and social media content. Must be competent of social media platforms (Instagram, Facebook, Twitter) and creating digital campaigns for radio.
- Compile reports quarterly or as needed.
- Competently display your knowledge and enthusiasm about and for the music that is played.
- Speak effectively, entertainingly, and clearly before large listening audiences and radio station clients.
- Experience with digital/technical acumen including a demonstrated mastery in audio production systems (Adobe Audition or equivalent software) and a solid technical background with radio studio and audio hardware.
- Must be competent in the use of broadcast automation systems (NexGen experience preferred)
- Professionalism when dealing with members of the public.

Qualifications

- Minimum of high school diploma; one to three years of on-air commercial radio experience.
- Excellent verbal and written communication skills and presentation skills.
- Ability to work in a team environment.
- Computer literate
- Dependable transportation.

Contact Information

Name: Travis Reeves, General Manager - Phone: 918-684-1022 - Fax: 918-686-6159
 E-mail: travis@payneradiogroup.com

Payne Radio Job Posting
Payne Radio is an Equal Opportunity Employer

Payne Radio Job Posting
Payne Radio is an Equal Opportunity Employer

| Job Title | Posting Date | Closing Date | Company / Location |
|-------------------|-----------------------|---------------------------------|--|
| Account Executive | | When Filled | KTFX-FM Muskogee KEOK/KTLQ, Tahlequah, OK |
| Department | Full-Time / Part-Time | Work Days | Work Hours |
| Sales | Full-Time | Monday - Friday or as needed | 8am to 5:30pm or as needed |

Overall Objective

Contact prospective customers to sell radio advertising and other products and services.

Essential Functions

- Call on prospects and present various programs and concepts!
- • Persuade prospects to purchase radio time and present company initiatives that will draw customers to their businesses!
- • Achieve sales performance goals!
- • Develop and maintain relationships with clients and provide quality customer service!
- • Communicate with other departments to assure execution of client agreements!
- • Collect timely payments from customers!
- • Attend sales meetings, training sessions, and radio station sponsored customer events!

Qualifications

- Minimum of high school diploma; one-year related experience and/or training
- Ability to calculate figures and amounts for customer purchase transactions.
- Excellent verbal and written communication skills and presentation skills
- Computer literate
- Ability to travel to local customer locations.
- Valid driver's license and state mandated automobile insurance
- Dependable transportation

Contact Information

Name: Travis Reeves – General Manager
Phone: 918-684-1022
Fax: 918-686-6159
E-mail: travis@payneradiogroup.com

KTFX-FM (WARNER, OK) Fa ID 56622
Licensee K95.5 Inc.
3405 East Louisville Street
Broken Arrow OK 74014

2. b.

(v)

Performance of the Unit's recruitment initiatives during the period covered.

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees this source has Provided During This Period | Full-time Positions for Which This Source Was Utilized |
|----|--|---|---|
| 1 | American Broadcast School – Shawn Cockrell 511 SE 29 th Street – Oklahoma City, OK 73115 PH: 405-672-6511 Email: shawn@radioschool.com | 0 | 1 |
| 2 | Cameron University – Jordan Scribner 800 W. Gore – Lawton, OK 73505 PH: 580-581-6769 Email hirecameronaggies@cameron.edu | 0 | 1 |
| 3 | Cherokee Nation – Kaylan Pritchett P.O. Box 948 – Tahlequah, OK 74465 PH: 918-453-5555 Email: Kaylan-pritchett@cherokee.org | 0 | 1 |
| 4 | Langston University – Handshake Online Portal 701 Sammy Davis Jr Dr - Langston, OK 73050 PH: (405) 466-2231 | 0 | 1 |
| 5 | Northeastern State University – NSU – Handshake Online Portal 705 N. Grand – Tahlequah, OK 74464 | 0 | 1 |
| 6 | Oklahoma Association of Broadcasters (OAB) – Nancy Struby 6520 N Western Ave # 104, Oklahoma City, OK 73116 PH: (405) 848-0771 Email: struby@oabok.org | 0 | 1 |
| 7 | Oklahoma City University – Handshake Online Portal 2501 N Blackwelder – Oklahoma City, OK 73106 PH: 405-208-5000 Email: careerservices@okcu.edu | 0 | 1 |
| 8 | Oklahoma Office of Handicapped Concerns – Valencia Stiggers 2401 NW 23 rd , Suite 90 – Oklahoma City, OK 73107 PH: 405-521-3756 Email: Valencia.stiggers@odc.ok.gov | 0 | 1 |
| 9 | Oklahoma State University of Technology – Handshake Online Portal 1801 E 4th Street - Okmulgee, OK 74447 | 0 | 1 |
| 10 | Oklahoma Wesleyan University – Alice Cooper 2201 Silver Lake Rd – Bartlesville, OK 74006 PH: 918-335-6249 Email: acooper@okwu.edu | 0 | 1 |
| 11 | Oral Roberts – Handshake Online Portal 7777 S Lewis Ave, Tulsa, OK 74171 | 0 | 1 |
| 12 | Resonance – Cathy Hodges 1608 S Elwood Ave – Tulsa, OK 74119 PH: 918-587-3888 Email: chodges@resonancetulsa.org | 0 | 1 |
| 13 | Rogers State University – Handshake Online Portal 1701 W Will Rogers Blvd – Claremore, OK 74017 PH: 918-343-7670 Email: ccoomer@rsu.edu | 0 | 1 |
| 14 | Southern Nazarene University – Handshake Online Portal 6729 NW 29 th Expressway – Bethany, OK 73008 PH: 405-491-6684 Email mmullens@snu.edu | 0 | 1 |
| 15 | Workforce Oklahoma of Tahlequah – Tim Grimes 1755 S Muskogee Avenue – Tahlequah, OK 74464 PH: 918-456-8846 Email: tim.grimes@oesc.state.ok.us | 1 | 1 |
| 16 | Station On-air Recruitment Ads | 1 | 1 |
| 17 | Station Website | 0 | 1 |
| 18 | Station social media | 0 | 1 |
| 19 | Employee Referrals / Rehire | 3 | 1 |
| 20 | Promoted/Transferred from Within Stations | 0 | 1 |
| 21 | Walk - In | 1 | 1 |
| 22 | Indeed.com Job Recruitment Website | 0 | 1 |
| 23 | Radio Advertising Bureau – Job Posting in Radio Sales Today | 0 | 1 |
| 24 | All Access – online radio/music industry community – www.allaccess.com | 1 | 1 |



Melody Murphy <melody.k955@gmail.com>

Job Openings - KEOK FM and KTFX FM

Grimes, Tim <Tim.Grimes@oesc.state.ok.us>
To: Melody Murphy <melody.k955@gmail.com>

Fri, Sep 2, 2022 at 10:11 AM

We will post them today.....

Thank you,

Tim Grimes

Career Coordinator| Tahlequah Local Office
Oklahoma Employment Security Commission
Phone: 918-456-8846 | Fax: 918-456-3256
Oklahoma.gov/OESC



"Connecting Oklahomans to the workforce through reliable and innovative services for a more prosperous Oklahoma."

From: Melody Murphy <melody.k955@gmail.com>

Sent: Friday, September 2, 2022 10:07 AM

To: hirecameronaggies@cameron.edu <hirecameronaggies@cameron.edu>; kaylan-pritchett@cherokee.org <kaylan-pritchett@cherokee.org>; careerservices@okcu.edu <careerservices@okcu.edu>; Valencia Stiggers <Valencia.Stiggers@odc.ok.gov>; Grimes, Tim <Tim.Grimes@oesc.state.ok.us>

Subject: [EXTERNAL] Job Openings - KEOK FM and KTFX FM

Hello,

We have several job openings for KEOK FM in Tahlequah, OK and KTFX FM in Muskogee, OK. Please post the attached postings.

Thank you
Melody Murphy

SAMPLE

4/23/24, 10:12 AM

Oklahoma Employment Security Commission
Phone: 918-456-8846 | Fax: 918-456-3256
Oklahoma.gov/OESC



OKLAHOMA
Employment Security Commission

"Connecting Oklahomans to the workforce through reliable and innovative services for a more prosperous Oklahoma."

SAMPLE
POSTING

From: Melody Murphy <melody.k955@gmail.com>

Sent: Wednesday, April 3, 2024 1:07 PM

To: hirecameronaggies@cameron.edu <hirecameronaggies@cameron.edu>; kaylan-pritchett@cherokee.org <kaylan-pritchett@cherokee.org>; careerservices@nsuok.edu <careerservices@nsuok.edu>; careerservices@okcu.edu <careerservices@okcu.edu>; Valencia Stiggers <Valencia.Stiggers@odc.ok.gov>; acooper@okwu.edu <acooper@okwu.edu>; chodges@resonancetulsa.org <chodges@resonancetulsa.org>; mmullens@snu.edu <mmullens@snu.edu>; Tim Grimes <Tim.Grimes@oesc.ok.gov>

Subject: [EXTERNAL] Job Postings for Account Executive

To Whom it May Concern:

Attached is a job posting for an Account Executive.

If you have any questions, please contact Travis Reeves, General Manager.

Best Regards,

Cindy Ballew

Corporate Administrative Assistant



Melody Murphy <melody.k955@gmail.com>

RE: [EXTERNAL] Job Postings - Account Executive two locations

1 message

Grimes, Tim <Tim.Grimes@oesc.state.ok.us>
To: Cindy Ballew <payneradiocorp@gmail.com>

Wed, Mar 2, 2022 at 10:23 AM

Good Morning ,

I have posted the openings on our job Board. Hopefully you will start hearing from applicants soon.

Thank you,

Tim Grimes

Workforce Service Specialist | Tahlequah Local Office

Oklahoma Employment Security Commission

Phone: 918-456-8846 | Fax: 918-456-3256

Oklahoma.gov/OESC



"Connecting Oklahomans to the workforce through reliable and innovative services for a more prosperous Oklahoma."

From: Cindy Ballew <payneradiocorp@gmail.com>

Sent: Wednesday, March 2, 2022 9:38 AM

To: kaylan-pritchett@cherokee.org; Valencia Stiggers <Valencia.Stiggers@odc.ok.gov>; chodges@resonancetulsa.org; Grimes, Tim <Tim.Grimes@oesc.state.ok.us>

Subject: [EXTERNAL] Job Postings - Account Executive two locations

We have the current job openings at Tahlequah, OK and Muskogee, OK.

Please post and share.

Thank you

Melody Murphy

Administrative Assistant

Lakes Country 102.1 and Okie Country 101.7

918-456-2511



KTFX-FM OKIE COUNTRY 101.7 FM
 5686 S. MUSKOGEE AVE.
 TAHLEQUAH, OK 74464
 PHONE: 918-456-2511

KTFX-FM Order Confirmation

OrderID: 2216-225

Sponsor: KTFX-FM Promo
 Product: Employment
 Estimate/PO:
 AccountRep: Promotional
 BillingCycle: Broadcast Month
 InvoiceType: None-Statement Only
 Run Dates: 9/15/2021 - 2/27/2024
 Items Ordered: 5,376
 Ordered Amount: \$0.00

KTFX-FM PROMO

Scheduled Station(s): KTFX-FM KTFX-FM Promo

Printed 4/22/2024 3:14:14 PM

Page 1

| Run Dates | Run Weeks | Run Times | Mon | Tue | We | Thu | Fri | Sat | Sun | Week Total | Length | Descripti | Avail Type | Copy ID | Qty | Item Cost | Total Cost |
|--------------------------|-----------|---------------------|-----|-----|----|-----|-----|-----|-----|------------|--------|-----------|------------|---------|------|-----------|------------|
| 01 9/15/2021 - 2/27/2024 | All Weeks | 12:00 AM - 11:59 PM | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 42 | :60 | Promo | | 2-008 | 5376 | 0.00 | 0.00 |

Broadcast Month Projected Billing [Net]:

| | | | | | | | |
|--------|------|--------|------|--------|------|---------|------|
| Jul-21 | 0.00 | Aug-21 | 0.00 | Sep-21 | 0.00 | Q3-2021 | 0.00 |
| Oct-21 | 0.00 | Nov-21 | 0.00 | Dec-21 | 0.00 | Q4-2021 | 0.00 |
| Jan-22 | 0.00 | Feb-22 | 0.00 | Mar-22 | 0.00 | Q1-2022 | 0.00 |
| Apr-22 | 0.00 | May-22 | 0.00 | Jun-22 | 0.00 | Q2-2022 | 0.00 |
| Jul-22 | 0.00 | Aug-22 | 0.00 | Sep-22 | 0.00 | Q3-2022 | 0.00 |
| Oct-22 | 0.00 | Nov-22 | 0.00 | Dec-22 | 0.00 | Q4-2022 | 0.00 |
| Jan-23 | 0.00 | Feb-23 | 0.00 | Mar-23 | 0.00 | Q1-2023 | 0.00 |
| Apr-23 | 0.00 | May-23 | 0.00 | Jun-23 | 0.00 | Q2-2023 | 0.00 |
| Jul-23 | 0.00 | Aug-23 | 0.00 | Sep-23 | 0.00 | Q3-2023 | 0.00 |
| Oct-23 | 0.00 | Nov-23 | 0.00 | Dec-23 | 0.00 | Q4-2023 | 0.00 |
| Jan-24 | 0.00 | Feb-24 | 0.00 | Mar-24 | 0.00 | Q1-2024 | 0.00 |

Confirmed Correct; Payment Guaranteed

Accepted for KTFX-FM

Dates: January 2022 – February 27, 2024

KTFX-FM On-air announcement

OKIE COUNTRY 101.7

Okie Country 101.7 has an opening in our sales department. Being part of our sales team is kind of like being your own boss, but without the headaches of being a boss. First, you escape the limits of a fixed income. Your income potential is proportionate with the effort you put in your job. You also escaped the same old routine surrounded by the same four walls day after day. Most of all, your day you'll visit established at your place of business. There'll be an hour or two of preparation time each day in the office. The rest of the time you're visiting with advertisers and prospective advertisers. If you're a self-starter and not fearful of having conversations with people, you've never met, and have a strong desire to make money and strong organizational skills, we encourage you to apply. If you've ever sold Girl Scout cookies as in your High School annual or solicit donations for a Civic club, church, or other organization and loved it; you'd be natural for the Okie country 101.7 sales team. Send your resume to Okie country 101.7 or call for a personal interview. Okie country 101.7 Equal opportunity employer.



KEOK FM / KTLQ AM
 5686 S. MUSKOGEE AVE.T
 TAHLEQUAH, OK 74464
 PHONE: 918-456-2511

KEOK/KTLQ Order Confirmation
 KEOK/KTLQ JOB POSTING
 Employment Job Posting
 Dates: 9/15/2021 - 2/27/2024
 Scheduled Station (s): KEOK-FM / KTLQ-AM
 Broadcast Month Projected Billing [Net]:
 Confirmed Correct; Payment Guaranteed
 Accepted for KEOK-FM / KTLQ-AM

| | |
|--|------|
| Jan, Feb, March, April, May, June, Jul, Aug, Sept, Nov. & Dec. -22 | 0.00 |
| Jan, Feb, Mar, Apr, May, June, Jul, Aug, Sept, Nov, & Dec 2023 | 0.00 |

Accepted by KEOK-FM / KTLQ-AM

Dates: January 2022 – February 27, 2024

KEOK FM / KTLQ-AM

Lakes Country / Billy Country

This could be the opportunity you've been looking for: A fun and exciting career in broadcast sales with lakescountry1021 FM and Billy Country 96.3 FM and a.m. 1350. As a business improvement planner and marketing professional with Payne 5communications, you help businesses market their products and services to the public. But, the time to act is now. We are conducting interviews, and you must call to schedule your appointment. Call 918-456-2511. That's 456-2511 and reserve your interview today. We are looking for outgoing, enthusiastic people with a great attitude. Sales experience preferred, but not required. If you have what it takes and are looking for an opportunity to grow, we would like to interview you for the sales and marketing position. All you have to do is call 918-456-2511. That's 918-456-2511. KEOK # and KTLQ are subsidiaries of Payne 5 Communications, an equal opportunity employer.

KTFX-FM (WARNER, OK) Fa ID 56622
Licensee K95.5 Inc.
3405 East Louisville Street
Broken Arrow OK 74014

2 (b)

(v) Unit's recruitment initiatives

| DATE | RECRUITMENT ACTIVITY UNDERTAKEN | LOCATION | HOSTED BY |
|----------------|--|--------------------------------------|---------------------------------------|
| March 2, 2022 | Job Fair | Tahlequah, OK | Northeastern State University |
| March 24, 2022 | Job Fair | Tulsa, OK | Oklahoma Association of Broadcasters |
| March 24, 2022 | Job Fair | Muskogee Civic Center Muskogee OK | KTFX-FM |
| March 30, 2023 | Job Fair | Tulsa, OK | Oklahoma Association of Broadcasters. |
| April 11, 2023 | Job Fair | Hugo, OK | Kiamichi Tech Center |
| July 12, 2023 | Job Fair | Muskogee Civic Center Muskogee OK | KTFX-FM |
| 2022 & 2023 | Job Fairs | Hugo OK | Choctaw Nation |

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2. b (vi) During our current license term, no complaint involving the Unit was filed by any individual by anybody having competent jurisdiction under federal, state, territorial or local law alleging unlawful discrimination in the employment practices of our unit.

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3. Time Brokerage -- Licensee of brokered station(s) receives audit letter.

KTFX-FM (Warner) Unit and includes KEOK-FM/KTLQ-AM (Tahlequah) are not time brokered.

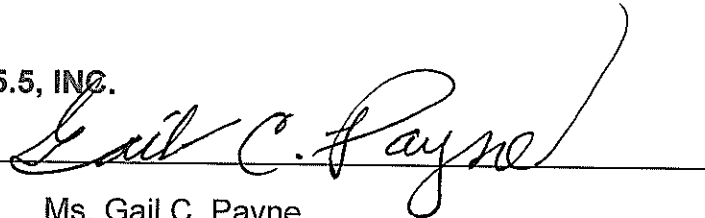
4. Time Brokerage -- Broker receives audit letter.

KTFX-FM (Warner) Unit and includes KEOK-FM/KTLQ-AM (Tahlequah) are not time brokered.

This information fully responds to your audit letter, but please let us know if you require anything further.

K95.5, INC.

By

A handwritten signature in black ink, reading "Gail C. Payne", is written over a horizontal line. The signature is cursive and extends above and below the line.

Ms. Gail C. Payne

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April 12, 2024

Elizabeth Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement
Federal Communications Commission
Washington, DC 20554

To whom it may concern:

The undersigned person acknowledges that the following information is correct to the best of her knowledge.

Best regards,

A handwritten signature in cursive script that reads "Gail Payne". The signature is written in black ink and is positioned above a solid horizontal line.

Gail Payne

Email: gpayne3498@aol.com