

## 2016 Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

### CALL SIGN

KWOX-FM  
KMZE-FM  
KZZW-FM  
KOMI-DTV

### COMMUNITY

WOODWARD, OK  
WOODWARD, OK  
MOORELAND, OK  
WOODWARD, OK

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites. The information contained in this Report covers the time period beginning **February 1, 2015** to and including **January 31, 2016**

The FCC’s EEO Rule requires that this Report contain 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, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy 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 initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC 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 “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

APPENDIX 1

Covering the Period from **February 1, 2015** to **January 31, 2016**

Station(s) Comprising Station Employment Unit: KWOX-FM, KMZE-FM, KZZW-FM, KOMI-DTV

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title and Date Filled	Recruitment Source of Hiree
1	Account Executive – 2/20/15	Walk-in
2	Account Executive – 5/07/15	On-air advertisement
3	Air Personality/Account Executive – 7/16/2015	On-air advertisement
4	Account Executive/Board operator – 1/7/2016	Job Fair
5		

Total Number of Persons Interviewed During Applicable Period: \_\_\_\_\_

APPENDIX 2

Covering the Period from **February 1, 2015** to **January 31, 2016**

Station(s) Comprising Station Employment Unit: KWOX-FM, KMZE-FM, KZZW-FM, KOMI-DTV

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	On-air recruitment ads KWOX-FM/KMZE-FM J. Douglas Williams, Station Mgr	8	Positions 1, 2, 3
B	Station Websites K101online.com Z92online.com	2	Positions 1, 2, 3
C	Radio Industry Website AllAccess.com	0	Position 3
D	Northwest Missouri State Univ. Career Services 660-562-1250 Stacy Stokes	0	Position 3
E	Southwest Oklahoma State Univ. Career Services Savannah Schones	0	Position 3
F			
G			

\* Indicates sources that have requested notification of job openings.

## APPENDIX 3

Covering the Period from **February 1, 2015** to **January 31, 2016**

Station(s) Comprising Station Employment Unit: KWOX-FM, KMZE-FM, KZZW-FM, KOMI-DTV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KWOX-FM, KMZE-FM, KZZW-FM, KOMI-DTV

**Job Fair.** KZZW Program Director Cierra Cook attended a job fair at Northwestern Oklahoma State University in Alva, Oklahoma in November 2015 on behalf of station KZZW-FM. There Cierra met with students and job seekers, discussed careers and advancement in the broadcast industry, and solicited resumes.