

## **2018 - 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:

<b>Call Sign</b>	<b>Community</b>	<b>FIN</b>
<b>KTFX-FM</b>	<b>Warner, OK</b>	<b>K-95.5 Inc. 73-1480159</b>

The information contained in this Annual EEO Report covers the time period from **February 1, 2018 to, and including, January 31, 2019** (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, 2019** and posted on the stations website, in accordance with the FCC's EEO Rules.

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

Time Period Covered: **February 1, 2018 to January 31, 2019**

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

<b>Full-time Positions Filled By Job Title</b>		<b>Recruitment Source that Referred the Person Hired</b>
1	Account Executive – Business Improvement Planner	Self-Referral / Walk In
2	Account Executive – Business Improvement Planner	Station on-air recruitment ad
3	Account Executive – Business Improvement Planner	Station on-air recruitment ad
4	Account Executive – Business Improvement Planner	Employee Referral

Total Number of People Interviewed for All Job Positions: 4

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

Time Period Covered: **February 1, 2017 to January 31, 2018**

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
American Broadcast School – Staci Cockrell 4511 SE 29 <sup>th</sup> Street – Oklahoma City, OK 73115 PH: 405-672-6511	0	0
Bacone College 2299 Old Bacone Rd. – Muskogee, OK 74403 PH: 918-683-4581	0	0
Cherokee Nation – Jeff Vance P.O. Box 948 – Tahlequah, OK 74465 PH: 918-453-555	0	0
Cherokee Nation – Andy Dreadfulwater P.O. Box 948 – Tahlequah, OK 74465 PH: 918-453-555	0	0
East Central University – Todd Essary 1100 E 14 <sup>th</sup> Street pmb S17 – Ada, OK 74820 PH: 580-332-8000	0	0
Northeastern State University – Gayle Anderson 705 N. Grand – Tahlequah, OK 74464PH: 918-456-5511 x3110 <a href="https://www.myinterfase.com/nsuok/employer">https://www.myinterfase.com/nsuok/employer</a>	0	0
Oklahoma Association of Black Journalist – Russell LaCour P.O. Box 2904 – Tulsa, OK 74101-2904 PH: 918-902-6013	0	0
Oklahoma City University – Lynette Martin 2501 N Blackwelder – Oklahoma City, OK 73106 PH: 405-208-5000	0	0
Oklahoma Office of Handicapped Concerns – Peppi Boudreau 2401 NW 23 <sup>rd</sup> , Suite 90 – Oklahoma City, OK 73107 PH: 405-521-3756	0	0
Oklahoma State University – Gil Smith	0	0

900 N Portland – Oklahoma City, OK 73107PH: 405-945-8680 <a href="http://www.collegecentral.com/osuokc/">http://www.collegecentral.com/osuokc/</a>		
Oklahoma Wesleyan University – Alice Cooper 2201 Silver Lake Rd – Bartlesville, OK 74006 PH: 9183356249	0	0
Resonance – Virginia Hess 1608 S Elwood Ave – Tulsa, OK 74119 PH: 918-587-3888	0	0
Rogers State University – Steve Boyle 1701 W Will Rogers Blvd – Claremore, OK 74017 PH: 918-343-7670	0	0
Southeastern Oklahoma State University – Scott Hensley 1405 N 4 <sup>th</sup> Avenue – Durant, OK 74701-0609 PH: 580-745-2270	0	0
State of Oklahoma <a href="https://servicelink.oesc.state.ok.us/ada/works/employeroverview.cfm">https://servicelink.oesc.state.ok.us/ada/works/employeroverview.cfm</a>	0	0
University of Central Oklahoma – Dr. Keith Swezey 100 University Blvd – Edmond, OK 73034 PH: 405-374-2792	0	0
University of Central Oklahoma – Dr. David Nelson 100 University Blvd – Edmond, OK 73034	0	0
University of Central Oklahoma – Mark Scott 100 University Blvd – Edmond, OK 73034	0	0
University of Central Oklahoma – Charles Sager 100 University Blvd – Edmond, OK 73034 PH: 405-974-3346	0	0
University of Oklahoma – Heather Spenser 395 W Lindsey, Suite 2533 – Norman, OK 73019 PH: 405-325-3689	0	0
University of Tulsa – Sherrie Alexander 600 S College – Tulsa, OK 74104 PH: 918-631-2549 <a href="https://utulsa-csm.symplicity.com/employers/">https://utulsa-csm.symplicity.com/employers/</a>	0	0
Bureau of Indian Affairs – Claudia Wheeler P.O. Box 1487 – Anadarko, OK 73055 PH: 405-247-1661	0	0
Talking Leaves Job Corps – Delbert Stanley P.O. Box 948 – Tahlequah, OK 74465 PH: 918-207-3338	0	0
Workforce Oklahoma of Muskogee –	0	0

717 S 32 <sup>nd</sup> Street – Muskogee, OK 74401 PH: 918-683-9000		
Indeed Recruitment Job site	0	0
Station On-air Recruitment Ads	2	2
All Access (Radio Industry Internet Job Board	0	0
Employee Referrals	1	1
Self-Referral/Walk-in	1	1

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

Time Period Covered: **February 1, 2018 to January 31, 2019**

Station(s) in Employment Unit: **KTFX-FM**

1. **Job Fair:** Gail Payne, Anne McGarry and Will Payne represented the stations at the OAB Career Fair in Tulsa, OK on April 19, 2018 from 10AM-11AM. The contact is Nancy Struby. Approximately seventy five visitors to the booth.
2. **Participation in a scholarship program directed to students who wish to pursue a broadcasting career:** KTFX-FM participated in the International Broadcasters Idea Bank student scholarship program by announcing on the air a scholarship given to a student pursuing a degree in broadcasting-related degrees for the year of 2018. This scholarship is given every year.
- 3.