

## 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>KYHD</b>	<b>VALLIANT,OK</b>	<b>189575</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;  
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, 2018** and posted on the stations website, in accordance with the FCC's EEO Rules.

### 2018 - Annual EEO Public File Report

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

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

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

<b>Full-time Positions Filled By Job Title and Date Filled</b>		<b>Recruitment Source that Referred the Person Hired</b>
1	No Full Time Positions Filled	N/A

Total Number of People Interviewed for All Job Positions: 0

### 2018 - Annual EEO Public File Report

#### **SECTION 2: Recruitment Sources**

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

Recruitment Source	Total Number of Interviews This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
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Southeastern Oklahoma State University Career Svcs

Kyle Stafford

AMERICAN BROADCASTING SCHOOL  
 AMERICAN BROADCASTING SCHOOL  
 AMERICAN WOMEN IN BROADCASTING  
 CAMERON UNIVERSITY  
 CHEROKEE NATION  
 CHICKASAW NATION  
 COLLEGIATE BROADCASTERS, INC.  
 EAST CENTRAL UNIVERSITY  
 GOODWILL INDUSTRIES  
 JOHN BROWN UNIVERSITY  
 LANGSTON UNIVERSITY  
 METROPOLITAN TULSA URBAN LEAGUE

DC  
 BILL SOUTHARD  
 TRACI HARTMAN  
 JACOB JOHNSON  
 Career Services / Job Posting  
 Peronnel Department  
 WILL ROBEDEE  
 CHRIS SHOFNER  
 VON WILLIAMS  
 CHRIS CONFER  
 JAMES WALLACE  
 KIM MCCURRY

[DC@RADIOSCHOOL.COM](mailto:DC@RADIOSCHOOL.COM)  
[BILL@RADIOSCHOOL.COM](mailto:BILL@RADIOSCHOOL.COM)  
[TRACI.HARTMAN@NEWSON6.NET](mailto:TRACI.HARTMAN@NEWSON6.NET)  
[STUDENT\\_DEVELOPMENT@CAMERON.EDU](mailto:STUDENT_DEVELOPMENT@CAMERON.EDU)  
 -  
 -  
[PAST\\_CHAIR@ASKCBI.ORG](mailto:PAST_CHAIR@ASKCBI.ORG)  
[CSHOFNER@ECOK.EDU](mailto:CSHOFNER@ECOK.EDU)  
[VWILLIAMS@GOODWILLTULSA.ORG](mailto:VWILLIAMS@GOODWILLTULSA.ORG)  
[CDA@JBU.EDU](mailto:CDA@JBU.EDU)  
[JAWALLACE@LUNET.EDU](mailto:JAWALLACE@LUNET.EDU)  
[KMCCURRY@MTUL.ORG](mailto:KMCCURRY@MTUL.ORG)  
[CAREERCENTER@MISSOURISTATE.EDU](mailto:CAREERCENTER@MISSOURISTATE.EDU)

MISSOURI VALLEY COLLEGE  
 Muscogee Creek Nation

Dept of Placement

NATIVE AMERICAN EMPLOYMENT CTR  
 NORTHEASTERN STATE UNIVERSITY  
 OKLAHOMA ASSOC. OF BROADCASTERS  
 OKLAHOMA CITY UNIVERSITY  
 Oklahoma Employment Security Commission  
 ORU CAREER SERVICES  
 ORU COMMUNICATIONS ARTS AND MEDIA  
 OSU CAREER SERVICES  
 OSU OKMULGEE  
 OSU SCHOOL OF MEDIA AND STRATEGIC COMM  
 OSU SCHOOL OF MEDIA AND STRATEGIC COMM  
 OSU TULSA

Gayle Anderson  
 NANCY STRUBY  
 LYNETTE MARTIN  
 Robert Williams  
 ALLISON JONES  
 DR. LAURASHERWOOD  
 BIANCA TOWNSEND  
 MARK ALLEN  
 MARC KREIN  
 JACK HODGSON  
 BIANCA TOWNSEND

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 -  
[ANDERSON@NSUOK.EDU](mailto:ANDERSON@NSUOK.EDU)  
 OABOK.ORG  
[LMARTIN@OKCU.EDU](mailto:LMARTIN@OKCU.EDU)  
[robert.williams@oesc.ok.us](mailto:robert.williams@oesc.ok.us)  
[CAREERS@ORU.EDU](mailto:CAREERS@ORU.EDU)  
[LSHERWOOD@ORU.EDU](mailto:LSHERWOOD@ORU.EDU)  
[BIANCE.TOWNSEND@OKSTATE.EDU](mailto:BIANCE.TOWNSEND@OKSTATE.EDU)  
[MARK.ALLEN@OKSTATE.EDU](mailto:MARK.ALLEN@OKSTATE.EDU)  
[MARC.KREIN@OKSTATE.EDU](mailto:MARC.KREIN@OKSTATE.EDU)  
[JACK.HODGSON@OKSTATE.EDU](mailto:JACK.HODGSON@OKSTATE.EDU)  
[BIANCA.TOWNSEND@OKSTATE.EDU](mailto:BIANCA.TOWNSEND@OKSTATE.EDU)

ROGERS STATE UNIVERSITY  
 ROSE STATE COLLEGE

KIMBERLY LOPEZ  
 Career Services / Job Posting

RSU RADIO KRSC FM 91.3  
 SOUTHEASTERN OK STATE UNIVERSITY  
 SOUTHERN NAZARENE UNIVERSITY

CATHY COOMER  
 SCOTT OR KAREN  
 CHRIS PETERSON

-  
[CROOMER@RSU.EDU](mailto:CROOMER@RSU.EDU)  
[PLACEMENT@SE.EDU](mailto:PLACEMENT@SE.EDU)  
[CAREER@SNU.EDU](mailto:CAREER@SNU.EDU)

SOUTHWESTERN OK STATE UNIVERSITY TULSA COMMUNITY COLLEGE	TIFFANY HAWKINS MELYSSA HENDRICKSON	- <a href="mailto:TIFFANY.HAWKINS@SWOSU.EDU">TIFFANY.HAWKINS@SWOSU.EDU</a> <a href="mailto:CURSIN@TULSACC.EDU">CURSIN@TULSACC.EDU</a> <a href="mailto:PAUL.STEWART@TULSATECH.EDU">PAUL.STEWART@TULSATECH.EDU</a>
UNIVERSITY OF OK GAYLOR COLLEGE OF JOURNALISM AND MASS COMMUNICATIONS UNIVERSITY OF CENTRAL OKLAHOMA UNIVERSITY OF OK COLLEGE OF DEVELOPMENT UNIVERSITY OF OKLAHOMA UNIVERSITY OF OKLAHOMA (NON DEGREE) UNIVERSITY OF TULSA UNIVERSITY OF TULSA VATTEROTT COLLEGE WORKFORCE OKLAHOMA	HEATHER SPENCER DA'MON SMITH ADRIENNE JABLONSKI BILL HINKLE CHERYL ELIAS	<a href="mailto:HAS@OU.EDU">HAS@OU.EDU</a> <a href="mailto:CAREERS@UCO.EDU">CAREERS@UCO.EDU</a> AJABLONSKI@OU.EDU <a href="mailto:OUCS@OU.EDU">OUCS@OU.EDU</a> <a href="mailto:OHR@OU.EDU">OHR@OU.EDU</a> <a href="mailto:BILL-HINKLE@UTULSA.EDU">BILL-HINKLE@UTULSA.EDU</a> <a href="mailto:RECRUITINGCOORDINATOR@UTULSA.EDU">RECRUITINGCOORDINATOR@UTULSA.EDU</a> <a href="mailto:KATHLEEN.MILLIKAN@VATTEROTT.EDU">KATHLEEN.MILLIKAN@VATTEROTT.EDU</a> <a href="mailto:BARBARACLUMA@OESC.STATE.OK.US">BARBARACLUMA@OESC.STATE.OK.US</a>
ALL ACCESS	<a href="http://www.allaccess.com">HTTP://WWW.ALLACCESS.COM</a>	
BEYOND.COM	<a href="http://www.beyond.com">HTTP://WWW.BEYOND.COM</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://linkedin.com">HTTPS://LINKEDIN.COM</a>	
CAREERBUILDER.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 of February 1, 2018 to January 31, 2019.**

### **2018 - Annual EEO Public File Report**

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

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

<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,	Sent sales, on-air, management, and engineering	Sales Staff, Program Directors, Owner, VP, Managers

			Traffic		
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 if 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