

**STILLWATER RADIO
KSPI-AM/FM – KGFY - KVRO
Stillwater, Oklahoma**

**EEO REPORTING
February 1, 2023 – January 31, 2024**

KSPI-AM, KSPI-FM, KGFY, KVRO; Stillwater, Ok

All four (4) stations are combined in a sole operation configuration and thus are a single employment unit.

Responsibilities of Management/Enforcement/Dissemination of EEO Policies

Bill VanNess, Station Manager of Stillwater Radio, has overall responsibility of hiring and of enforcing all EEO policies and to continually review our employment unit's performance and adherence to the Commission's EEO rules.

All current employees have been advised of our stations' EEO policies and have received a written copy of same. Future employees will be advised of our EEO policies during the interview process. Employees have been encouraged to advise their immediate supervisor of any complaints they may have of prejudice or discrimination in the workplace.

Analysis of EEO Recruitment Programs/ Effectiveness/Pay/Benefit/Promotion and Selection Techniques

Stillwater Radio, constantly analyzes its EEO Recruitment Program and to its effectiveness and outreach. Our pay and benefit plans are equitable for each appropriate position, and we attest that Stillwater Radio, does not discriminate in hiring or promotion on the basis of sex, age, race or nationality. Our policy is to afford the opportunity for employment to all qualified persons.

**LIST OF ALL FULL-TIME VACANCIES FILLED FOR THE
PERIOD
February 1, 2023 – January 31, 2024**

Position

Date Hired

Source of Hire

None

SUPPLEMENTAL OUTREACH INITIATIVES
February 1, 2023 – January 31, 2024
KSPI-AM/FM – KGFY - KVRO
STILLWATER, OK

1st Initiative

Stillwater Radio participated in the OAB Education Foundation's Student Day Career Fair on March 30, 2023 at the River Spirit Hotel in Tulsa, Oklahoma. A large number of students representing 9 different Oklahoma Colleges and Universities were in attendance. Station personnel were on-hand throughout this event to answer questions and discuss job opportunities with students seeking entry to the broadcast industry.

2nd Initiative

Stillwater Radio attended the Job fair at the Stillwater Community center Wednesday, June 21, 2023. The event was held at the Stillwater Community Center with various businesses in our region. Station personnel were on-hand throughout this event to answer questions of any job seekers to the broadcast industry.

3rd Initiative

Stillwater Radio participated in a job fair, October 4, 2023 at Meridian Technology Center (STW). Throughout this job fair, Stillwater Employees discussed Broadcasting in length and answered questions from interested parties.

Although Stillwater Radio continues with our supplemental outreach to area colleges to post internship openings for broadcast and journalism departments, we had no intern recruitment this EEO period. We will continue offering internships for the Spring/Summer 2024 and Fall/Winter 2024 Semesters.