

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
CTLQ-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

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 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	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	0
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

	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	0	3
16	Station On-air Recruitment Ads	1	3
17	Station Website	0	3
18	Station – Social Media	0	0
19	Employee Referrals	1	0
20	Promoted/Transferred from Within Stations	0	0
21	Walk - In	1	0
22	Indeed.com Job Recruitment Website	0	0
23	Tahlequah Daily Press – Newspaper Ad	0	0

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.