

## **2019 - 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>KEOK-FM</b>	<b>Tahlequah, OK</b>	<b>05-0588293</b>
<b>KTLQ-AM</b>	<b>Tahlequah, OK</b>	<b>05-0588293</b>

The information contained in this Annual EEO Report covers the time period from **February 1, 2019 to, and including, January 31, 2020** (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, 2020** 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, 2019 to January 31, 2020**

Stations in Employment Unit: **KEOK-FM, KTLQ-AM**

<b>Full-time Positions Filled By Job Title</b>		<b>Recruitment Source that Referred the Person Hired</b>
1	Traffic Manager / Office Manager	Indeed.Com
2	Account Executive – Business Improvement Planner	Walk-In
3	Account Executive – Business Improvement Planner	Employee Referral
4	Operations Manager / On-Air Personality	On-Air Announcement
5	Traffic Manager / Office Manager	Workforce

Total Number of People Interviewed for All Job Positions: 30

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

Time Period Covered: **February 1, 2019 to January 31, 2020**

Stations in Employment Unit: **KEOK-FM, KTLQ-AM**

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
1	American Broadcast School – Shawn Cockrell 4511 SE 29 <sup>th</sup> Street – Oklahoma City, OK 73115 PH: 405-672-6511 Email: shawn@radioschool.com	2	4
2	Cameron University – Jordan Scribner 2800 W. Gore – Lawton, OK 73505 PH: 580-581-6769 Email hirecameronaggies@cameron.edu	0	5
3	Cherokee Nation – Kaylan Pritchett P.O. Box 948 – Tahlequah, OK 74465 PH: 918-453-5555 Email: Kaylan-pritchett@cherokee.org	0	5
4	Northeastern State University – NSU Handshake Online Portal 705 N. Grand – Tahlequah, OK 74464	0	2
5	Oklahoma City University – Amelia Hurt 2501 N Blackwelder – Oklahoma City, OK 73106 PH: 405-208-5000 Email: careerservices@okcu.edu	0	4
6	Oklahoma Office of Handicapped Concerns – Valencia Stiggers 2401 NW 23 <sup>rd</sup> , Suite 90 – Oklahoma City, OK 73107 PH: 405-521-3756 Email: Valencia.stiggers@odc.ok.gov	0	5
7	Oklahoma State University – Gil Smith 900 N Portland – Oklahoma City, OK 73107 PH: 405-945-8680 Email: sgiber@osuokc.edu <a href="http://www.collegecentral.com/osuokc/">http://www.collegecentral.com/osuokc/</a>	0	5
8	Oklahoma Wesleyan University – Alice Cooper 2201 Silver Lake Rd – Bartlesville, OK 74006 PH: 918-335-6249 Email: acooper@okwu.edu	0	5
9	Resonance – Cathy Hodges 1608 S Elwood Ave – Tulsa, OK 74119 PH: 918-587-3888 Email: chodges@resonancetulsa.org	0	5
10	Rogers State University – Cathy Coomer 1701 W Will Rogers Blvd – Claremore, OK 74017 PH: 918-343-7670 Email: ccoomer@rsu.edu	0	5

11	Southern Nazarene University – Michelle Mullens 6729 NW 29 <sup>th</sup> Expressway – Bethany, OK 73008 PH: 405-491-6684 Email mmullens@snu.edu	0	3
12	University of Oklahoma – Heather Spenser 395 W Lindsey, Suite 2533 – Norman, OK 73019 PH: 405-325-3689 Email: has@ou.edu	0	5
13	University of Tulsa – Sherrie Alexander 600 S College – Tulsa, OK 74104 PH: 918-631-2549 Email: jobreferrals@utulsa.edu <a href="https://utulsa-csm.symplicity.com/employers/">https://utulsa-csm.symplicity.com/employers/</a>	0	5
14	Workforce Oklahoma of Tahlequah – Tim Grimes 1755 S Muskogee Avenue – Tahlequah, OK 74464 PH: 918-456-8846 Email: tim.grimes@oesc.state.ok.us	4	5
15	Station On-air Recruitment Ads	3	2
16	Station Website	2	5
17	Employee Referrals	2	0
18	Promoted/Transferred from Within Stations	0	0
19	Walk - In	1	0
20	Indeed.com Job Recruitment Website	12	1
21	Radio Advertising Bureau – Job Posting in Radio Sales Today	4	1



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

Time Period Covered: **February 1, 2019 to January 31, 2020**

Stations in Employment Unit: **KEOK-FM, KTLQ-AM**

- 1. Job Fair:** Gail Payne and Will Payne represented the stations at the OAB Career Fair in Tulsa, OK on April 4, 2019 from 10AM-11AM. The contact is Nancy Struby. Five resumes were collected.
- 2. Job Fair:** Kim Maples represented the stations at the Oklahoma Employment Office – Muskogee job fair on May 20, 2019 from 9am- 2pm. The contact is Ryan Davis.
- 3. Internship Program:** KEOK-FM / KTLQ-AM participated with Cherokee Nation to provide an internship program. One intern was active in 2019.