

**KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**2/1/2022 to 1/31/2023**

The purpose of the 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>Facility ID Number</b>
KLVV	Ponca City, OK	65922
KJTH	Ponca City, OK	81146
KXTH	Seminole, OK	85076
KZTH	Piedmont, OK	83880
KTHL	Altus, OK	177048
KTHF	Hammon, OK	177198
KGVV	Goltry, OK	177142
KTHM	Waynoka, OK	191543
KIXO	Sulphur, OK	9942

This Annual EEO Report was placed in each station’s public inspection file on February 2, 2023, and posted on the stations website, in accordance with the FCC’s EEO rules that got extended this year due to the FCC website having technical issues.

The Love Station, the licensee of Stations KJTH/KLVV/KXTH/KZTH/KTHF/KTHL/KGVV/KIXO/KTHM, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. § 73.2080(c)(1); *Review of the Commission’s Broadcast and Cable Equal Employment Opportunity Rules and Policies*, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, The Love Station, Inc. has established a religious qualification for all employee positions at KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO. In accordance with the FCC’s rules, The Love Station, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

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**Appendix 1  
VACANCY LIST**

See the Master Recruitment Source List ("MRSL") in the next section for recruitment source data.

<b>Full-time Positions filled By Job Title (dated filled)</b>	<b>Recruitment Sources Used to Fill Vacancy (see Appendix 2)</b>	<b>RS Referring Hiree</b>
Promotions Director ( 4-18-2022) - Internal Promotion	34	34
Social Media Content Manager ( 4-18-2022) - Internal Promotion	34	34
Director of Engagement Assistant ( 5-12-2022)	3, 20, 22, 35, 36, 37, 38, 39	3
Metro Outreach Director & On Air Personality ( 5-17-2022)	3, 20, 22, 35, 36, 37, 38, 39	35

**KLTV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KIXO/KTHM**  
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**Appendix 2**  
**MASTER RECRUITMENT SOURCE LIST**  
**& Number of Interviews Resulting**

*\* indicates Recruitment Source referring hiree*

Total number of interviews in reporting period = 7

Position: Promotions Director– filled 4/18/2022

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

\*Employee Referral (#34) 1

Position: Social Media Content Manager – Filled 4/18/2022

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

\*Employee Referral (#34) 1

Position: Director of Engagement Assistant – Filled 5/12/2022

Total Number of Interviews: 3

Source (MRS #), Number of Interviews

The House FM/ The House of Praise website (#3)

Hisair.net (#20)

Oklahoma Association of Broadcasters (#22)

\*Indeed.com (#35) 3

Facebook.com/thehousefm (#36)

Christian Music Broadcasters (#37)

Oklahoma City Jobs Facebook Group (#38)

Linkedin.com (#39)

Position: Metro Outreach Director & On Air Personality – filled 5/17/2022

Total Number of Interviews: 2

Source (MRS #), Number of Interviews:

\*The House FM/ The House of Praise website (#3) 1

Hisair.net (#20)

Oklahoma Association of Broadcasters (#22)

Indeed.com (#35) 1

Facebook.com/thehousefm (#36)

Christian Music Broadcasters (#37)

Oklahoma City Jobs Facebook Group[ (#38)

Linkedin.com (#39)

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RS Number	<h2 style="text-align: center;">Recruitment Source Information</h2> <p style="text-align: center;">Including RS name, name or title of contact person, full mailing address, if available, and telephone number.</p>
1	On-air announcements – The House of Praise
2	On-air announcements – The House FM
3	The House of Praise Website / The House FM Website (shared page) 580-767-1400 fax: 580-765-1700 Attn: Sarah Payne P. O. Box 14, Ponca City, OK 74602-0014 e-mail: sarah@thehousefm.com      website: TheHouseFM.com
4	Ponca City News      580-765-3311      Contacts: Chelsea Bringham 300 N. 3 <sup>rd</sup> St., Ponca City, OK 74601      web site: www.poncacitynews.com e-mail: classified@poncacitynews.com
5	Employment Service Oklahoma State      580-765-3372 1201 W. Grand, Ponca City, OK 74601
6	JobsOK.com      405-475-3060 Kerry Dixon Oklahoma City, OK e-mail:      web site: <a href="http://jobs.newsok.com/jobs/products">http://jobs.newsok.com/jobs/products</a>
7	NWOSU Career Services      580-327-8606      fax: 580-327-8413 709 Oklahoma Blvd., Alva, OK 73717 Contact: Andrea Lauderdale      e-mail: career@nwosu.edu or amlauderdale@nwosu.edu Mass Comm Contact: Lisa Franz      email: lifranz@nwosu.edu
8	Oklahoma Baptist University Career Planning      405-878-2416      800-654-3285 500 W. University, Shawnee, OK 74804 e-mail: Career Services – career.services@okbu.edu
9	Oklahoma City University Communications Dept.      405-744-6354 2501 N. Blackwelder, Oklahoma City, OK 73106 Contact: Andy Gibson      e-mail: agibson@okcu.edu
10	Oral Roberts University Career Services      918-495-6912      fax: 918-495-6710 (9-5 CST) 7777 S. Lewis – LRC 616, Tulsa, OK 74171      email: careers@oru.edu Website: <a href="http://www.oru.edu/current-students/my-services/career-services/employers/">http://www.oru.edu/current-students/my-services/career-services/employers/</a>
11	Oklahoma State University Career Services      405-744-5253      fax: 405-744-9954 360 Student Union, Stillwater, OK 74078-0195 e-mail: careers@okstate.edu      website <a href="http://www.hireosugrads.com/employers/Post.aspx">www.hireosugrads.com/employers/Post.aspx</a>
12	University of Oklahoma Career Services      405-325-1974      fax: 405-325-3402 900 Asp Avenue, Suite 323 Norman, OK 73019 Contacts: Alex Batcheller      abatcheller@ou.edu      oucs@ou.edu      website: <a href="http://www.ou.edu/career/">www.ou.edu/career/</a>
13	University of Oklahoma      405-325-2721 Gaylord College of Journalism 860 Van Vleet Oval Norman, OK 73019 Contact: Kathy Adams      kadams@ou.edu

14	Southwestern Missouri State University Career Services 417-836-5636 fax: 417-836-6797 Carrington 309, Glass 103, 901 S. National, Springfield, MO 65804 Contact: Gary Stafford email: gstafford@missouristate.edu e-mail: CareerServices@smsu.edu web site: <a href="http://careerservices.smsu.edu">http://careerservices.smsu.edu</a>
15	University of Central Oklahoma Career Services (405) 974-3346 100 N. University Dr., Edmond, OK 73034 <a href="mailto:careers@uco.edu">careers@uco.edu</a>
16	University of Central Oklahoma (405) 974-2584 Communications Dept. Attn.: David Nelson <a href="mailto:dnelson7@uco.edu">dnelson7@uco.edu</a> 100 N. University Dr., Edmond, OK 73034
17	NARTE 1-800-89-NARTE <a href="http://www.narte.org/jobbank.html">www.narte.org/jobbank.html</a>
18	NARTE News (quarterly journal) 541-382-6060 FAX 541-388-2393 61051 River Bluff Trail, Bend, OR 97702 <a href="mailto:nartenews@narte.org">nartenews@narte.org</a>
19	All Access Music Group 615-587-4835 FAX 310-457-8058 <a href="http://HitRadioPromo.com">HitRadioPromo.com</a> 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 Christian editor: Mark Giles / AllAccessNetTalk <a href="http://allaccess.com/forum">allaccess.com/forum</a> e-mail: <a href="mailto:mgiles@allaccess.com">mgiles@allaccess.com</a> website: <a href="http://www2.allaccess.com">www2.allaccess.com</a>
20	HisAir.Net 225-744-3524 fax: 225-612-7040 P. O. Box 307, Duplessis, LA 70728 Ted Kelly, Editor <a href="mailto:ted@hisair.net">ted@hisair.net</a> e-mail: <a href="mailto:jobs@hisair.net">jobs@hisair.net</a> website <a href="http://www.hisair.net">www.hisair.net</a>
21	National Religious Broadcasters 703-330-7000 fax: Attn: Ken Chen 9510 Technology Drive, Manassas, VA 20110 e-mail: <a href="mailto:kchen@nrb.org">kchen@nrb.org</a> <a href="mailto:info@nrb.org">info@nrb.org</a> website <a href="http://nrb.org/membership.career-classifieds/submit-classified/">nrb.org/membership.career-classifieds/submit-classified/</a>
22	Oklahoma Association of Broadcasters (OAB) 405-848-0771 Contact: Nancy Struby e-mail: <a href="mailto:Struby@oab.org">Struby@oab.org</a> 6520 N. Western, Ste. 104, Oklahoma City, OK 73116 e-mail: <a href="mailto:info@oabok.org">info@oabok.org</a> website: <a href="http://www.oabok.org">www.oabok.org</a>
23	PDNet Internet Forum and PDNet Web Site Attn: Bob Thornton e-mail: <a href="mailto:pdforum@programdirector.net">pdforum@programdirector.net</a> website <a href="http://www.programdirector.net">www.programdirector.net</a>
24	Baptist General Convention of Oklahoma 405-942-3800 ext. 4360 Attn: Karen Kinnaird (Advertising Mgr) 3800 N. May Ave., Oklahoma City, OK 73112
25	Society of Broadcast Engineers 317-846-9000 Fax: 317-846-9120 Attn: Scott Jones 6247 N. Meridian St., Ste. 305 Indianapolis, IN 46260 e-mail: <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> website: <a href="http://www.sbe.org">www.sbe.org</a>

26	<p>Ponca City Workforce Center                      580-765-3372 Fax: 580-765-6145  400 E. Central, Ste. 103  Ponca City, OK 74601  Website: <a href="https://okjobmatch.com/ada/r/offices/8508">https://okjobmatch.com/ada/r/offices/8508</a>  e-mail: <a href="mailto:manager.poncacity@oesc.state.ok.us">manager.poncacity@oesc.state.ok.us</a>  State-wide website: <a href="https://okjobmatch.com/ada/r/employer">https://okjobmatch.com/ada/r/employer</a></p>
27	<p>National Alliance of State Broadcasters Associations                      800-622-2414  Email: <a href="mailto:info@careerpage.org">info@careerpage.org</a>      website: <a href="http://www.careerpage.org">www.careerpage.org</a></p>
28	<p>Northern Oklahoma College                      580-628-6651  PO Box 2300  Enid, OK 737032  Contact: Milynda Wade      <a href="mailto:milynda.wade@noc.edu">milynda.wade@noc.edu</a>                      <a href="http://www.hirenortherngrads.com">www.hirenortherngrads.com</a></p>
29	<p>American Broadcasting School                      405-672-6511  4511 SE 29th St.  Oklahoma City, OK 73115  Contact: Staci Cockrell (CEO)      email: <a href="mailto:Staci@radioschool.com">Staci@radioschool.com</a></p>
30	<p>Ponca City Community Jobs Facebook page  <a href="http://www.facebook.com/groups/CommunityJobsandEmploymentGroup">www.facebook.com/groups/CommunityJobsandEmploymentGroup</a></p>
31	<p>National Alliance of State Broadcasters Associations - Career Page                      Suzan Strong  <a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a></p>
32	<p>Station/Staff Facebook</p>
33	<p>Non-Employee Referrals</p>
34	<p>Employee Referrals</p>
35	<p>Indeed  <a href="http://www.indeed.com">www.indeed.com</a></p>
36	<p>Facebook  <a href="http://www.facebook.com/thehousefm">www.facebook.com/thehousefm</a></p>
37	<p>Christian Music Broadcasters  <a href="http://www.cmbonline.org/jobs">www.cmbonline.org/jobs</a></p>
38	<p>Oklahoma City Jobs Facebook Group  <a href="https://www.facebook.com/groups/okcjobs/">https://www.facebook.com/groups/okcjobs/</a></p>
39	<p>Linkedin  <a href="http://www.linkedin.com">www.linkedin.com</a></p>

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**Appendix 3**

Non-vacancy Specific Recruitment Activities completed in this reporting period are ...

Periodic announcements for interns are listed on the Oklahoma Association of Broadcasters and both The House FM and The House of Praise website. During the reporting period three college and five high school students served as paid interns learning, to varying degrees, the inside workings of a radio station. To alert students at the local colleges and high schools to the possibility of working with a local broadcaster, we attend career fairs.

Station personnel conducted numerous tours for students from Christian schools and other guests with a brief explanation of broadcast careers.

Five on-air personalities and staff members spoke at four different schools and sixteen Vacation Bible Schools in the listening area, speaking on making positive choices, and informing young people about the field of broadcasting reaching over 1,500 students.

Station personnel participated in four career fairs. Personnel whose primary job is off-air support have been given opportunities to build a variety of skills marketable in the communications industry, and all full-time staff members participated in two days of fundraising training presented by a nationally-recognized, professional fundraising coaching and training company.

# Oklahoma Association of Broadcasters

## EEO Resources Revised January 2020

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
Metro Technology Centers	Aaron Walker	Student Services	1600 Springlake Drive	Oklahoma City OK 73111	<a href="mailto:Aaron.walker@metrotech.edu">Aaron.walker@metrotech.edu</a>	(405) 595-4804
Oklahoma Wesleyan University	Alice Cooper	General Office	2201 Silver Lake Road	Bartlesville OK 74006	<a href="mailto:acooper@okwu.edu">acooper@okwu.edu</a>	(918) 335-6219
High Plains Technology Center	Amber Riley	Career Services	3921 34th Street	Woodward, OK 73801	<a href="mailto:agriley@hptc.edu">agriley@hptc.edu</a>	(580) 256-6618
Oklahoma City University	Andy Gibson	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:agibson@okcu.edu">agibson@okcu.edu</a>	(405) 744-6354
Autry Technology Center	Ashley Skrapke	Student Development	1201 W. Willow Road	Enid, OK 73703	<a href="mailto:askrapke@autrytech.edu">askrapke@autrytech.edu</a>	(580) 242-2750
Tulsa Community College	Beverly Bailey	Communications	909 S. Boston	Tulsa, OK 74119	<a href="mailto:bbailey@tulsacc.edu">bbailey@tulsacc.edu</a>	(918) 595-7045
Cameron University	Career Services Coordinator	Career Services	2800 W. Gore	Lawton OK 73505	<a href="mailto:hirecameronaggies@cameron.edu">hirecameronaggies@cameron.edu</a>	(580) 581-6769
Oklahoma Baptist University	Careers Coordinator	Career Services	500 West University	Shawnee, OK 74804	<a href="mailto:career.services@okbu.edu">career.services@okbu.edu</a>	
Oklahoma Christian University	Careers Coordinator	Career Services	P O Box 11000	Oklahoma City OK 73136	<a href="mailto:careerservices@oc.edu">careerservices@oc.edu</a>	(405) 425-5960
Oklahoma City University	Careers Coordinator	Career Services	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:careerservices@okcu.edu">careerservices@okcu.edu</a>	(405) 208-5171
Resonance	Careers Coordinator	Careers	1608 South Elwood Avenue	Tulsa, OK 74119	<a href="mailto:resonance@resonancetulsa.org">resonance@resonancetulsa.org</a>	(918) 587-3888
University of Central Oklahoma	Careers Supervisor	Career Services	100 University Blvd.	Edmond OK 73034	<a href="mailto:careers@uco.edu">careers@uco.edu</a>	(405) 974-3346
Great Plains Technology Center	Carla Codopony	Career Services	4500 W. Lee Blvd	Lawton OK 73505	<a href="mailto:ccodopony@greatplains.edu">ccodopony@greatplains.edu</a>	(580) 250-5535
Rogers State University	Cathy Coomer	KRSC-FM	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:ccoomer@rsu.edu">ccoomer@rsu.edu</a>	(918) 343-7670
Langston University	Cheryl Rainey	Student Employment	226 Page Hall	Langston OK 73050	<a href="mailto:cbrainey@langston.edu">cbrainey@langston.edu</a>	(405) 466-3281
Office of Disability Concerns	Dalene Barton	Disability Program	2712 Villa Prom	Oklahoma City OK 73107-2423	<a href="mailto:Dalene.barton@odc.ok.gov">Dalene.barton@odc.ok.gov</a>	(405) 521-3756



<b>Organization</b>	<b>Contact</b>	<b>Department</b>	<b>Address</b>	<b>City/State/Zip</b>	<b>E-mail</b>	<b>Telephone</b>
University of Central Oklahoma	David Nelson	Communications	100 University Blvd.	Edmond OK 73034	<a href="mailto:dnelson7@uco.edu">dnelson7@uco.edu</a>	(405) 974-2584
Northern Oklahoma College	Dean Percy	Communications	PO Box 310	Tonkawa, OK 74653	<a href="mailto:Dean.Percy@noc.edu">Dean.Percy@noc.edu</a>	(580) 628-6446
University of Central Oklahoma	Desiree Hill	Communications	100 University Blvd.	Edmond OK 73034	<a href="mailto:dhill33@uco.edu">dhill33@uco.edu</a>	(405) 974-2792
Tulsa Community College	Ed Taylor	Communications	909 S. Boston-MC423	Tulsa, OK 74119	<a href="mailto:etaylor@tulsacc.edu">etaylor@tulsacc.edu</a>	(918) 595-7217
Northeastern State University		Career Services	705 North Grand	Tahlequah, OK 74464-2300	<a href="mailto:careerservices@nsuok.edu">careerservices@nsuok.edu</a>	(918) 456-5511
Oklahoma State University-OKC	Gill Smith	Student Employment	900 N. Portland	Oklahoma City OK 73107	<a href="mailto:sgilber@osuokc.edu">sgilber@osuokc.edu</a>	(405) 945-8680
Oklahoma City Community College	Gwin Lippert	Communications	7777 S. May Avenue	Oklahoma City, OK 73159	<a href="mailto:gwin@lippertmedia.com">gwin@lippertmedia.com</a>	(405) 982-1611
Oklahoma State University	Jack Hodgson	Communications	206 Paul Miller Building	Stillwater, OK 74078	<a href="mailto:jack.hodgson@okstate.edu">jack.hodgson@okstate.edu</a>	(405) 744-8282
Northwestern Oklahoma State University	Lisa Franz	Mass Communications	709 Oklahoma Blvd.	Alva, OK 73717	<a href="mailto:lifranz@nwsu.edu">lifranz@nwsu.edu</a>	(580) 327-8606
Canadian Valley Technology Center	Mindi Mitchell	Job Placement	6505 Highway 66	El Reno OK 73036	<a href="mailto:mlmitchell@cvtech.edu">mlmitchell@cvtech.edu</a>	(405) 262-2629
University of Oklahoma	Kathy Adams	Gaylord College of Journalism & Mass Comm.	860 Van Vleet Oval	Norman OK 73019	<a href="mailto:kadams@ou.edu">kadams@ou.edu</a>	(405) 325-2721
Oklahoma Christian University	Larry Journey	Communications	P O Box 11000	Oklahoma City OK 73136	<a href="mailto:larry.journey@oc.edu">larry.journey@oc.edu</a>	(405) 425-5000
Rogers State University	Lee Williams	Communications	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:lwilliams@rsu.edu">lwilliams@rsu.edu</a>	(918) 343-7505
Southern Nazarene University	Miriam Key	Career Placement	6729 NW 39 <sup>th</sup> Expressway	Bethany OK 73008	<a href="mailto:career@snu.edu">career@snu.edu</a>	(405) 491-6684
Workforce Oklahoma	Ron Julian	Career Services	2 N. Elgin	Tulsa OK 74120	<a href="mailto:Ronald.julian@oes.c.state.ok.us">Ronald.julian@oes.c.state.ok.us</a>	(918) 596-2153
Oklahoma Baptist University	Ronald Johnson	Communication Arts	500 West University	Shawnee, OK 74804	<a href="mailto:Ronald.Johnson@okbu.edu">Ronald.Johnson@okbu.edu</a>	(405) 878-2351
RSU Public Television	Royal Aills	KRSC-TV	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:rails@rsu.edu">rails@rsu.edu</a>	(918) 510-8397

<b>Organization</b>	<b>Contact</b>	<b>Department</b>	<b>Address</b>	<b>City/State/Zip</b>	<b>E-mail</b>	<b>Telephone</b>
Southeastern Oklahoma State University	Scott Hensley	Career Planning and Placement	1405 N. 4 <sup>th</sup> Avenue	Durant OK 74701-0609	<a href="mailto:shensley@se.edu">shensley@se.edu</a>	(580) 745-2270
American Broadcasting School	Shawn Cockrell	Job Placement	4511 SE 29th Street	Oklahoma City OK 73115	<a href="mailto:shawn@radioschool.com">shawn@radioschool.com</a>	(405) 672-6511
University of Tulsa	Sherri Alexander	Career Services	600 S. College	Tulsa OK 74104	<a href="mailto:careerhelp@utulsa.edu">careerhelp@utulsa.edu</a>	(918) 631-2549
American Broadcasting School	Staci Cockrell	CEO	4511 SE 29th Street	Oklahoma City OK 73115	<a href="mailto:staci@radioschool.com">staci@radioschool.com</a>	(405) 672-6511
Cameron University	Steve Adams	Communications	2800 W. Gore	Lawton OK 73505	<a href="mailto:stevea@cameron.edu">stevea@cameron.edu</a>	(580) 581-2477
Tinker Air Force Base		Veteran Employment	6001 Arnold Street	Tinker AFB, OK 73145		(405) 734-5686
Eastern Oklahoma County Technology Center	Vickey Davies	Career Services	4601 N. Choctaw Road	Choctaw OK 73020	<a href="mailto:vdavies@eoctech.edu">vdavies@eoctech.edu</a>	(405) 390-9591
Oklahoma City University	Wendy Brunner	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:gmbrunner@okcu.edu">gmbrunner@okcu.edu</a>	(405) 744-6354

The following contact do not accept email, but suggest you post directly to their websites.

Southern Oklahoma Tech	Sandy Babcock	Academic Enhancement	2610 Sam Noble Parkway	Ardmore OK 73401	<a href="http://www.sotc.edu">www.sotc.edu</a> Career Connection	(580) 223-2070
University of Oklahoma		Career Services	900 Asp Ave. Suite 323	Norman OK 73019	<a href="http://www.ou.joinhandsake.com/">www.ou.joinhandsake.com/</a>	(405) 325-1974