

KLTV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO
ANNUAL EEO PUBLIC FILE REPORT
2/1/2019 to 1/31/2020

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:

Call Sign	Community	Facility ID Number
KLTV	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 January 31, 2020, and posted on the stations' websites, in accordance with the FCC's EEO rules.

The Love Station, the licensee of Stations KJTH/KLTV/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO, 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 KLTV/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.

Full-time Positions filled By Job Title (dated filled)	Recruitment Sources Used to Fill Vacancy (see Appendix 2)	RS Referring Hiree
Special Projects Coordinator (9/23/2019)	35, 3, 4, 22	3
Office Manager (11/19/2019)	1, 2, 3, 4, 35, 36	3
Office Assistant (1/10/2020) Internal Promotion	34	34
Special Projects Coordinator (11/19/2019) Internal Promotion	34	34

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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 = 10

Position: Special Projects Coordinator -- filled 9-23-2019

Total Number of Interviews: 4

Source (MRS #), Number of Interviews:

*The House FM/My Praise FM.com (#3) 1

Indeed.com (#35) 3

Position: Special Projects Coordinator-- filled 11-1-2019

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

*Employee Referrals (#34) 1

Position: Office Manager -- filled 11-1-2019

Total Number of Interviews: 4

Source (MRS #), Number of Interviews:

*The House FM/My Praise FM.com (#3) 3

Indeed.com (#35) 3

Position: Office Assistant -- filled 1-10-2020

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

*Employee Referrals (#34) 1

RS Number	Recruitment Source Information Including RS name, name or title of contact person, full mailing address, if available, and telephone number.
1	On-air announcements – My Praise FM
2	On-air announcements – The House FM
3	My Praise FM Website / The House FM Website (shared page) 580-767-1400 fax: 580-765-1700 Attn: Dusti Fansler P. O. Box 14, Ponca City, OK 74602-0014 e-mail: Dusti@thehousefm.com websites: MyPraiseFM.com & TheHouseFM.com
4	Ponca City News 580-765-3311 300 N. 3 rd St., Ponca City, OK 74601 Contacts: Chelsea Bringham e-mail: classified@poncacitynews.com web site: www.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: http://jobs.newsok.com/jobs/products
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: http://www.oru.edu/current-students/my-services/career-services/employers/
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 www.hireosugrads.com/employers/Post.aspx
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: www.ou.edu/career/
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: http://careerservices.smsu.edu

15	University of Central Oklahoma Career Services (405) 974-3346 100 N. University Dr., Edmond, OK 73034 careers@uco.edu
16	University of Central Oklahoma (405) 974-2584 Communications Dept. Attn.: David Nelson dnelson7@uco.edu 100 N. University Dr., Edmond, OK 73034
17	NARTE 1-800-89-NARTE www.narte.org/jobbank.html
18	NARTE News (quarterly journal) 541-382-6060 FAX 541-388-2393 61051 River Bluff Trail, Bend, OR 97702 nartenews@narte.org
19	All Access Music Group 615-587-4835 FAX 310-457-8058 HitRadioPromo.com 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 Christian editor: Mark Giles / AllAccessNetTalk allaccess.com/forum e-mail: mgiles@allaccess.com website: www2.allaccess.com
20	HisAir.Net 225-744-3524 fax: 225-612-7040 P. O. Box 307, Duplessis, LA 70728 Ted Kelly, Editor ted@hisair.net e-mail: jobs@hisair.net website www.hisair.net
21	National Religious Broadcasters 703-330-7000 fax: Attn: Ken Chen 9510 Technology Drive, Manassas, VA 20110 e-mail: kchen@nrb.org info@nrb.org website nrb.org/membership.career-classifieds/submit-classified/
22	Oklahoma Association of Broadcasters (OAB) 405-848-0771 Contact: Nancy Struby e-mail: Struby@oab.org 6520 N. Western, Ste. 104, Oklahoma City, OK 73116 e-mail: info@oabok.org website: www.oabok.org
23	PDNet Internet Forum and PDNet Web Site Attn: Bob Thornton e-mail: pdforum@programdirector.net website www.programdirector.net
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: kjones@sbe.org website: www.sbe.org
26	Ponca City Workforce Center 580-765-3372 Fax: 580-765-6145 400 E. Central, Ste. 103 Ponca City, OK 74601 Website: https://okjobmatch.com/ada/r/offices/8508 e-mail: manager.poncacity@oesc.state.ok.us State-wide website: https://okjobmatch.com/ada/r/employer
27	National Alliance of State Broadcasters Associations 800-622-2414 Email: info@careerpage.org website: www.careerpage.org

28	Northern Oklahoma College 580-628-6651 PO Box 2300 Enid, OK 737032 Contact: Milynda Wade milynda.wade@noc.edu www.hirenortherngrads.com
29	American Broadcasting School 405-672-6511 4511 SE 29th St. Oklahoma City, OK 73115 Contact: Staci Cockrell (CEO) email: Staci@radioschool.com
30	Ponca City Community Jobs Facebook page www.facebook.com/groups/CommunityJobsandEmploymentGroup
31	National Alliance of State Broadcasters Associations - Career Page Suzan Strong suzanstrong@nmba.org
32	Station/Staff Facebook
33	Non-Employee Referrals
34	Employee Referrals
35	Indeed www.indeed.com
36	Facebook www.facebook.com/thehousefm

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Appendix 3

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

Periodic announcements for interns are listed on both the Oklahoma Association of Broadcasters website and The House FM/The House of Praise websites. During the reporting period three college and three high school students served as paid interns learning, to varying degrees, the inside workings of a radio station. To alert students at the local college to the possibility of working with a local broadcaster, a poster is in the college library year-round advertising for interns.

Station personnel conducted numerous tours for "Kid DJ Day" attended by more than 700 children, youth, and adults, as well as for students from Christian schools and other guests with a brief explanation of broadcast careers.

Three on-air personalities spoke at nine schools and five Vacation Bible Schools in the listening area, speaking on making positive choices, and informing young people about the field of broadcasting, reaching over 1,400 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	Aaron.walker@metrotech.edu	(405) 595-4804
Oklahoma Wesleyan University	Alice Cooper	General Office	2201 Silver Lake Road	Bartlesville OK 74006	acooper@okwu.edu	(918) 335-6219
High Plains Technology Center	Amber Riley	Career Services	3921 34th Street	Woodward, OK 73801	agriley@hptc.edu	(580) 256-6618
Oklahoma City University	Andy Gibson	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	agibson@okcu.edu	(405) 744-6354
Autry Technology Center	Ashley Skrapke	Student Development	1201 W. Willow Road	Enid, OK 73703	askrapke@autrytech.edu	(580) 242-2750
Tulsa Community College	Beverly Bailey	Communications	909 S. Boston	Tulsa, OK 74119	bbailey@tulsacc.edu	(918) 595-7045
Cameron University	Career Services Coordinator	Career Services	2800 W. Gore	Lawton OK 73505	hirecameronaggies@cameron.edu	(580) 581-6769
Oklahoma Baptist University	Careers Coordinator	Career Services	500 West University	Shawnee, OK 74804	career.services@okbu.edu	
Oklahoma Christian University	Careers Coordinator	Career Services	P O Box 11000	Oklahoma City OK 73136	careerservices@oc.edu	(405) 425-5960
Oklahoma City University	Careers Coordinator	Career Services	2501 N. Blackwelder	Oklahoma City OK 73106	careerservices@okcu.edu	(405) 208-5171
Resonance	Careers Coordinator	Careers	1608 South Elwood Avenue	Tulsa, OK 74119	resonance@resonancetulsa.org	(918) 587-3888
University of Central Oklahoma	Careers Supervisor	Career Services	100 University Blvd.	Edmond OK 73034	careers@uco.edu	(405) 974-3346
Great Plains Technology Center	Carla Codopony	Career Services	4500 W. Lee Blvd	Lawton OK 73505	ccodopony@greatplains.edu	(580) 250-5535
Rogers State University	Cathy Coomer	KRSC-FM	1701 W. Will Rogers Blvd.	Claremore OK 74017	ccoomer@rsu.edu	(918) 343-7670
Langston University	Cheryl Rainey	Student Employment	226 Page Hall	Langston OK 73050	cbrainey@langston.edu	(405) 466-3281
Office of Disability Concerns	Dalene Barton	Disability Program	2712 Villa Prom	Oklahoma City OK 73107-2423	Dalene.barton@odc.ok.gov	(405) 521-3756

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

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
Southeastern Oklahoma State University	Scott Hensley	Career Planning and Placement	1405 N. 4 th Avenue	Durant OK 74701-0609	shenslev@se.edu	(580) 745-2270
American Broadcasting School	Shawn Cockrell	Job Placement	4511 SE 29th Street	Oklahoma City OK 73115	shawn@radioschool.com	(405) 672-6511
University of Tulsa	Sherri Alexander	Career Services	600 S. College	Tulsa OK 74104	careerhelp@utulsa.edu	(918) 631-2549
American Broadcasting School	Staci Cockrell	CEO	4511 SE 29th Street	Oklahoma City OK 73115	staci@radioschool.com	(405) 672-6511
Cameron University	Steve Adams	Communications	2800 W. Gore	Lawton OK 73505	stevea@cameron.edu	(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	vdavies@eocotech.edu	(405) 390-9591
Oklahoma City University	Wendy Brunner	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	gmbrunner@okcu.edu	(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	www.sotc.edu Career Connection	(580) 223-2070
University of Oklahoma		Career Services	900 Asp Ave. Suite 323	Norman OK 73019	www.ou.joinhandsake.com/	(405) 325-1974