

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

CALL SIGN

KWOX-FM
KMZE-FM
KZZW-FM
KOMI-DTV

COMMUNITY

WOODWARD, OK
WOODWARD, OK
MOORELAND, OK
WOODWARD, OK

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites. The information contained in this Report covers the time period beginning February 1, 2019 to and including January 31, 2020

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for 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
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

Covering the Period from February 1, 2019 to January 31,2020

Station(s) Comprising Station Employment Unit:

KWOX-FM, KMZE-FM, KZZW-FM, KOMI-DTV

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
1	News/Sports/Play-by-play/on-air talent	D
2	News/Sports/Play-by-play/on-air talent	E
3	Traffic & Billing	A
4	Traffic & Billing	Not filled as of 1/31/20
5	Advertising Sales	A
6	Advertising Sales	Not filled as of 1/31/20
7	On-air Talent	D
8	On-air Talent	Not filled as of 1/31/20

Total Number of Persons Interviewed During Applicable Period: 17

Covering the Period from February 1, 2019 to January 31,2020

Station(s) Comprising Station Employment Unit:

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Facebook Job Posting	6	1, 2, 3, 4, 5, 6
B	On-air job advertisement (KWOX/KMZE/KZZW)	4	1, 2, 3, 4, 5, 6
C	Oklahoma Association of Broadcasters Job Board	2	1, 2, 7, 8
D	AllAccess.com Job Board	2	1, 2, 7, 8
E	Sports Talent Agency of America	3	1, 2
F			
G			

* Indicates sources that have requested notification of job openings.

Covering the Period from February 1, 2019 to January 31,2020

Station(s) Comprising Station Employment Unit:

KWOX-FM, KMZE-FM, KZZW-FM, KOMI-DTV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KWOX-FM, KMZE-FM, KZZW-FM, KOMI-DTV

1. Expo/Farm Expo – March 29, 30, 31, 2019 - Booth with applications available at trade show
2. Internship with Freedom Schools – Sept 2019-April 2020 – High School Senior Cade Kennedy interned with sports department
3. Fall-A-Days – October 18, 19, 20, 2019 – Booth with applications available at trade show