

## **2020- 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>KITX-FM</b>	<b>Hugo, OK</b>	<b>26159</b>

The information contained in this Annual EEO Report covers the time period from **February 1, 2020 to, and including, January 31, 2021** (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;  
None
- 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;  
none
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;  
none
- 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  
none
- 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, 2021** and posted on the station's website, in accordance with the FCC's EEO Rules.

## **2020 - Annual EEO Public File Report**

### **SECTION 1: Full-Time Job Openings Filled During This Period**

Time Period Covered: **February 1, 2020 to January 31, 2021**

Stations in Employment Unit: **KITX - FM**

<b>Full-time Positions Filled By</b>	<b>Recruitment Source that</b>
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Job Title and Date Filled		Referred the Person Hired
1	No Full Time Positions Filled	N/A

Total Number of People Interviewed for All Job Positions: 0

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

Time Period Covered: **February 1, 2020 to January 31, 2021**

Stations in Employment Unit: **KITX- FM**

Recruitment Source	Total Number of Interviews This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized

Southeastern Oklahoma State  
University Career Svcs

Kyle Stafford

AMERICAN BROADCASTING  
SCHOOL  
AMERICAN BROADCASTING  
SCHOOL  
AMERICAN WOMEN IN  
BROADCASTING  
CAMERON UNIVERSITY  
CHEROKEE NATION  
CHICKASAW NATION  
COLLEGIATE  
BROADCASTERS, INC.  
EAST CENTRAL UNIVERSITY  
GOODWILL INDUSTRIES  
JOHN BROWN UNIVERSITY  
LANGSTON UNIVERSITY  
METROPOLITAN TULSA  
URBAN LEAGUE

DC  
BILL SOUTHARD  
TRACI HARTMAN  
JACOB JOHNSON  
Career Services / Job  
Posting  
Peronnel Department  
WILL ROBEDEE  
CHRIS SHOFNER  
VON WILLIAMS  
CHRIS CONFER  
JAMES WALLACE  
KIM MCCURRY

MISSOURI VALLEY  
COLLEGE  
Muscogee Creek Nation

Dept of Placement

NATIVE AMERICAN  
EMPLOYMENT CTR  
NORTHEASTERN STATE  
UNIVERSITY

GAYLE ANDERSON

[DC@RADIOSCHOOL.COM](mailto:DC@RADIOSCHOOL.COM)

[BILL@RADIOSCHOOL.COM](mailto:BILL@RADIOSCHOOL.COM)

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[KMCCURRY@MTUL.ORG](mailto:KMCCURRY@MTUL.ORG)

[CAREERCENTER@MISSOURISTATE.EDU](mailto:CAREERCENTER@MISSOURISTATE.EDU)

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[ANDERSON@NSUOK.EDU](mailto:ANDERSON@NSUOK.EDU)

LINKEDIN

[HTTPS://LINKEDIN.COM](https://www.linkedin.com)

BARBARACLYMA@OESC.STATE.OK.US

CAREERBUILDER.COM

[HTTP://WWW.CAREERBUILDER.COM](http://www.careerbuilder.com)

EMPLOYEE REFERRALS

FORMER EMPLOYEES -  
REFERRAL

WORD OF MOUTH

Website

Social Media

RPM Staffing

<http://www.rpmstaffing.net/>

There were no full time opening filled during the time period of February 1, 2020 to January 31, 2021.

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

Time Period Covered: **February 1,2020 to January 31,2021**

Stations in Employment Unit: **KITX - FM**

#### **YEARLY RECRUITMENT INITIATIVES**

	DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
1					
2	2nd QTR	Kiamichi Technology Career Fair	Job Fair hosted by Kiamichi Technology Center open to the public who may be looking for a career opportunity in Marketing and Media and other business organizations	PRG had booth space, talked with students about open positions and what it is like to have a career in radio, accepted resumes, built relationships with local professors and instructors.	Sales Staff, Program Directors, Owner, VP, Managers
3	3rd QTR	Choctaw Nation Career Fair	Job Fair Choctaw Nation open to the public who may be looking for a career opportunity in Marketing and Media and other business organizations	PRG had booth space, talked with students about open positions and what it is like to have a career in radio, accepted resumes, built relationships with local professors and instructors.	owner, management, on-air, sales

EEO Statement: We are constantly trying to improve the measures we have taken to recruit, hire, and promote employees or potential employees, by identifying and evaluate any issues while following the EEO rules.

- All new employees or potential employees are notified if EEO rules
- We are a very small unit but we review seniority to ensure all are equal  
Review pay rates and fringe benefits having the same duties, and eliminate any inequities based upon race, national origin, color, religion, age, or sex discrimination
- Reviewing to ensure that job postings will contain non indication, either explicit or implicit, of a preference for one race, national origin, color, religion, age, or sex discrimination
- Annual EEO training conducted by Will Payne