

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:

Call Sign	Community	FIN
KITX-FM	Hugo, OK	26159

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.

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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**

Full-time Positions Filled By	Recruitment Source that
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OKLAHOMA ASSOC. OF BROADCASTERS OKLAHOMA CITY UNIVERSITY Oklahoma Employment Security Commission	NANCY STRUBY LYNETTE MARTIN Robert Williams	OABOK.ORG LMARTIN@OKCU.EDU robert.williams@oesc.ok.us
ORU CAREER SERVICES ORU COMMUNICATIONS ARTS AND MEDIA OSU CAREER SERVICES OSU OKMULGEE OSU SCHOOL OF MEDIA AND STRATEGIC COMM OSU SCHOOL OF MEDIA AND STRATEGIC COMM OSU TULSA	ALLISON JONES DR. LAURASHERWOOD BIANCA TOWNSEND MARK ALLEN MARC KREIN JACK HODGSON	CAREERS@ORU.EDU LSHERWOOD@ORU.EDU BIANCE.TOWNSEND@OKSTATE.EDU MARK.ALLEN@OKSTATE.EDU MARC.KREIN@OKSTATE.EDU JACK.HODGSON@OKSTATE.EDU
ROGERS STATE UNIVERSITY ROSE STATE COLLEGE RSU RADIO KRSC FM 91.3 SOUTHEASTERN OK STATE UNIVERSITY SOUTHERN NAZARENE UNIVERSITY	KIMBERLY LOPEZ Career Services / Job Posting CATHY COOMER SCOTT OR KAREN CHRIS PETERSON	BIANCA.TOWNSEND@OKSTATE.EDU HIREHILLCATS@RSU.EDU - CCOOMER@RSU.EDU PLACEMENT@SE.EDU CAREER@SNU.EDU
SOUTHWESTERN OK STATE UNIVERSITY TULSA COMMUNITY COLLEGE UNIVERSITY OF OK GAYLOR COLLEGE OF JOURNALISM AND MASS COMMUNICATIONS UNIVERSITY OF CENTRAL OKLAHOMA UNIVERSITY OF OK COLLEGE OF DEVELOPMENT UNIVERSITY OF OKLAHOMA UNIVERSITY OF OKLAHOMA (NON DEGREE) UNIVERSITY OF TULSA UNIVERSITY OF TULSA VATTEROTT COLLEGE WORKFORCE OKLAHOMA	TIFFANY HAWKINS MELYSSA HENDRICKSON HEATHER SPENCER DA'MON SMITH ADRIENNE JABLONSKI BILL HINKLE CHERYL ELIAS	- TIFFANY.HAWKINS@SWOSU.EDU CURSIN@TULSACC.EDU PAUL.STEWART@TULSATECH.EDU HAS@OU.EDU CAREERS@UCO.EDU AJABLONSKI@OU.EDU OUCS@OU.EDU OHR@OU.EDU BILL-HINKLE@UTULSA.EDU RECRUITINGCOORDINATOR@UTULSA.EDU KATHLEEN.MILLIKAN@VATTEROTT.EDU BARBARACLUMA@OESC.STATE.OK.US
ALL ACCESS	HTTP://WWW.ALLACCESS.COM	
BEYOND.COM	HTTP://WWW.BEYOND.COM	
GLASSDORR.COM	HTTPS://WWW.GLASSDOOR.COM	
INDEED.COM	HTTPS://WWW.INDEED.COM	
LINKEDIN	HTTPS://LINKEDIN.COM	

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