

EEO Annual ReportAppendix 1

Covering the period from February 1, 2018 to January 31, 2019

Full Time Positions Filled by	Recruitment Source of hiree	Total number of interviews For position
Job Title		
Salesperson	Employee Referral	8

EEO Annual Report Appendix # 2

Covering the period from February 1, 2018 to January 31, 2019

Stations in Employment Unit KPNC-FM KLOR-FM KOKB-AM

KOSB-FM KOKP-AM Section 2: There was one fulltime vacancy and one part time vacancy during the period

EEO Annual Report Appendix 3

Covering the period from February 1, 2018 to January 31, 2019

Stations comprising Station Employment Unit

KPNC-FM
KLOR-FM
KOKB-AM
KOSB-FM
KOKP-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment activities undertaken by:

KPNC-FM
KLOR-FM
KOKB-AM
KOSB-FM
KOKP-AM

Station(s) participated in the annual Oklahoma Association of Broadcasters career fair.

Station(s) are constantly involved in the community and employees are encouraged to report of potential new hires, even when there is not an opening.

Station(s) work closely with the Journalism School of Oklahoma State University keeping an open dialogue with educators and students about potential career opportunities with both the company and broadcasting in general. Currently we employ 3 students from Oklahoma State University and 1 from Northern Oklahoma College.

Station(s) personnel participated with the Ponca City High School FCCLA to help conduct mock interviews with students and to answer any questions they may have about careers in broadcasting

Station(s) have established both paid and un-paid internship programs. Currently there are 3 college students employed by the stations on a part time basis. These employees also help spread the word to other potential hires on and around campus

Stations did conduct tours of its studios during the year. Staff answered many questions about opportunities with in the company as well as broadcasting in general.

Both management and employees are always looking for new and better ways to seek employees for both full and part time work. The management and staff are very active in their communities and are always on the look out for potential applicants for rare full time openings.