

Annual EEO Public File Report

KWON-KYFM-KRIG-KPGM

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 Station Employment Unit that is comprised of the following stations: KWON-Bartlesville, OK and KYFM-Bartlesville, OK, KRIG-Nowata, OK, and KPGM-Pawhuska, OK, and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this Annual EEO Report covers the time period beginning January 31, 2023 to and including January 31, 2024 (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains 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 any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled 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 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 January 29, 2024 and posted on the stations’ website, in accordance with the FCC’s EEO Rules.

For the purposes of This Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Section 1 to
 Annual EEO Public File Report – Full-time Job Openings Filled
 During the Period from January 31, 2023 to January 31, 2024
 Station(s) comprising Station Employment Unit: KWON-KYFM-KRIG-KPGM

Fulltime Positions Filled by Job Title and Date Filled and Number of Interviewees from All Sources for This Position	Recruitment Source of Hire
News Director 4/3/23 8 of 16	Website Bartlesvillerradio.com
Account Executive 6/3/23 & 6/15/23 4 of 6	Hired two Walk-In & Current Employee
Asst. Sports & Asst. News Director 8/1/23 4 of 13	Promoted

Total Number of People Interviewed for All Job Positions: 16

Section 2 to
Annual EEO Public File Report – Recruitment Sources
During the Period from January 31, 2022 to January 31, 2023
Station(s) comprising Station Employment Unit: KWON-KYFM-KRIG-KPGM
Proposed contacts, when needed:

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Provided This Period	Full-time Positions for Which This Source Utilized
1. Media	KWON-KYFM-KRIG-KPGM On Air Ads, Tina Romine, 1200 SE Frank Phillips Blvd. Bartlesville, OK 74003 918-336-1001 tina@bartlesvilleradio.com FAX: 918-336-6939	1 media	All Positions
	Examiner Enterprise, Classifieds, 4125 NE Nowata Rd, Bartlesville, OK 74006 FAX: 918-336-3111		All Positions
	Good News, Classifieds, 124 North State, Caney, KS 67333 FAX: 620-879-2264		All Positions
	Coffeyville Journal, PO Box 849, Coffeyville, KS 67337 FAX: 620-251-3300		All Positions
	Caney Chronicle, Emalee/Classifieds, 202 W. 4 th , Caney, KS 67333 FAX: 620-879-2855		All Positions
	Sunrise Reporter, Amity Davidson, 1200 SE Frank Phillips Blvd. Bartlesville, OK 74003 918-336-1001 amity@bartlesvilleradio.com FAX: 918-336-6939		All Positions
2.	Word of Mouth	6 word of mouth	All Positions
3.	Walk ins	1 Walk-In	All Positions
4. websites	Bartlesville Chamber of Commerce, 201 SW Keeler, Bartlesville, OK 74003 918-336-8708 reception@bartlesville.com		All Positions
	Website: Oklahoma Association of Broadcasters, Nancy Struby, www.oabok.org		All Positions
	Website: Bartlesville Radio, Dorea Potter www.bartlesvilleradio.com	1 bartlesvilleradio.com	All Positions
	Other Websites: BEOA-linked to OAB, online contact www.careerpage@nab.org , Indeed, STAA	2 Indeed 3 OAB	All Positions
	AllAccess.com		
5.	Job Fair: OAB/Coffeyville Community College		All Positions
6.	Organizations – see attached list Workforce Oklahoma		All Positions
7.	Internships/Return Employee/Promotion	1 Promoted	All Positions
8.	Educational Institution	1 Educational Institution	All Positions

Section 3 to
Annual EEO Public File Report – Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken During the Period from January 31, 2023 to January 31, 2024
Station(s) comprising Station Employment Unit: KWON-KYFM-KRIG-KPGM

1 – Job Fairs:

Hosted Job Fair at Business & Home Show, Station Manager-Kevin Potter, Operations Manager- Evan Fahrbach, VP of Operations-Kaleb Potter, Sales Manager-Tami Brinkman, Business Manager-Dorea Potter and several sales staff members met with the public and future employment opportunities. March 24-25, 2023

Tina Romine, Promotions Director/Executive Assistant attended the Workforce of Kansas Rural Outreach Career Fair November 17, 2023

Manager, Kaleb Potter and Executive Assistant, Tina Romine and Operations Manager, Evan Fahrbach attended OAB/OBEA Student Day Career Fair March 30, 2023.

2- Scholarship:

Awarded 1 Scholarship to BHS Students – VP Kaleb Potter presented the award – May 2023

3 – Internships:

www.bartlesvillerradio.com - Notice of internship program, ongoing, kept current by Operations Manager, Evan Fahrbach

Hosted 1 Summer Intern from Bartlesville High School facilitated by Operations Manager – Evan Fahrbach and Executive assistant Tina Romine and various staff members – May to August 2023

Hosted 1 Intern from Independence High School facilitated by Business Manager, Dorea Potter and Executive Assistant, Tina Romine May 2023 to Current.

4- Hosted Station Tours:

3/18, 4/1, 4/2, 4/8, 4/22, 4/29, Hosted 10 schools for Class Day spring tours. Senior students came tour the studios and went on air to recognize their senior classmates. It's a practical experience where they announce songs/remember when/and honors of their fellow classmates for an afternoon.

5 – Employment Seminars/Training:

VP Kaleb Potter attended the Management Session “Washington and FCC Update” with David Oxenford seminar sponsored by the Kansas Association of Broadcasters 10/23/23

Business Manager, Dorea Potter, attended 2 HR virtual seminars from Truity: 2/7/23

Business Manager, Dorea Potter, attended EEO Training by The Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs on May and June 2023

Tom	MEDIA ADS:	Davis	KWON-KYFM-KRIG-KPGM	1200 SE Frank Phillips Bartlesville OK	74003 918-336-1001	tom@bartlesvillerradio.com	918-336-6939
Amity		Davidson	KWON-KYFM-KRIG-KPGM	1200 SE Frank Phillips Bartlesville OK	74003 918-336-1001	amity@bartlesvillerradio.com	
Sharon			KWON-KYFM-KRIG-KPGM	1200 SE Frank Phillips Bartlesville OK	74003 918-336-1001	amity@bartlesvillerradio.com	
T Green		in Classifieds	Bartlesville Examiner-Enterprise	415 NE Nowata Rd Bartlesville OK	74006 FAX: 918-335-3111		
Emalee		Classifieds	Caney Chronicle	202 W 4th Caney KS	67333 FAX: 620-879-2855	chronicle@taylornews.org	
		Editor	Montgomery Chronicle	KS	620-331-9178		Email:chronicle@taylornews.org
		Word of Mouth:	Inter-State Farm and Home Show				

Walk-in

Amity	SUNRISE REPORTER	Davidson	1200 SE Frank Phillips Blvd	Bartlesville OK	74003 918-336-1001	amity@bartlesvillerradio.com	918-336-6939
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	POSTED DISTRIBUTION						
KWON KYFM KRIG	(post & on air)	1200 SE Frank Phillips Blvd		Bartlesville OK	74003 918-336-1001	amity@bartlesvillerradio.com	918-336-6939
KPGM	(post & on air)	West Main		Pawhuska OK	FAX: 918-287-1473		
Our website		www.bartlesvillerradio.com					

OAB	JOB BANKS	oabok.org	405-848-0771	tina@bartlesvillerradio.com	KwonKyfmKrigKpgm
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Job Fair
National Alliance of State Broadcasters Assn Careers
All Access www.allaccess.com
Oklahoma State University <https://okstate.12twenty.com/hire>
OBU <http://okbu-csm.symplicity.com/employers/index.php>
Express Personnel Services
Tulsa Tech [Sign in \(symplicity.com\)](http://www.symplicity.com)
Indeed www.indeed.com
Workforce Oklahoma-posts on okjobmatch.com <https://okjobmatch.com/ada/r/employer>
staatalent.com [this is for Sports Related Positions Only](https://www.collegecentral.com/okccjobs)
College Central Job Match <https://www.collegecentral.com/okccjobs>
Cameron Univesity <https://www.collegecentral.com/cameron/Employer.cfm>

Handshake	https://app.joinhandshake.com/login? ga=2.102769536.1606626231.1677858861-55262618.1677858861
Tulsa Community College	
*University of Tulsa	Career Services Harde Golden OpporTunities Handshake 800 South Tucker Driv careerhelp@utulsa.edu 918-631-2549
*University of Central Oklahoma	https://support.joinhandshake.com/hc/en-us/articles/115011431228-Getting-Started-With-Handshake-Employers
*Rose College	https://www.collegecentral.com/rose
*Pittsburg State University	
*RSU	
*Emporia State University	
*Lanston Universtiy	
*ORU	
*Northeastern State University	

Sherri Alexander

ORGANIZATION LISTINGS

Alan	Burton	SE OSU	1405 N 4th	Durant	OK	74701-0 580-745-2270	aburton@se.edu
Lynette	Gibson	Oklahoma City University	2501 N Blackwelder	Oklahoma	OK	73106 405-744-6354	agibson@okcu.edu
Scott	Key	Southern Nazarene University	6729 NW 39th Expres	Bethany	OK	73008 405-491-6684	career@snu.edu
Larry	Hughes	Cherokee Nation-Human Resources	PO Box 948	Tahlequah	OK	74465 918-453-5050	career-services-dept@cherokee.org
Christina	Burr	Handicapped Concerns Office	2712 Villa Prom	Oklahoma	OK	73107-2 405-521-3756	cconfer@jbu.edu
Donna	Clark	Illinois Center for Broadcasting	530 S State Street	Chicago	IL	60605 312-884-8000 FAX 312	dclark@BeOnAir.com
Career Services		Northwestern State University	709 Oklahoma Blvd	Alva	OK	73717 405-420-8324	freema22@nsuok.edu
Andy	Brunner	Oklahoma City University	2501 N Blackwelder	Oklahoma	OK	73106 405-744-6354	gmbrunner@okcu.edu
Lisa	Lippert	Oklahoma City Community College	7777 S May Ave	Oklahoma	OK	73159 405-982-1611	gwin@lippertmedia.com
	Holderby	Bacone College	2299 Bacone Rd	Muskogee	OK	74033 918-683-4581	holderbyk@bacone.edu
		Oklahoma State University	206 Paul Miller Bldg	Stillwater	OK	74078 405-744-8282	jack.hodgson@okstate.edu
J	Cain	Rose State Univesity	6420 SE 15th St	Midwest C	OK	73110	jcain@rose.edu
BHS	Freeman	Bartlesville Women's Network	PO Box 417	Bartlesville	OK	74005	imgfree@yahoo.com
David	Adams	University of Oklahoma	860 Van Vleet Oval	Norman	OK	73019 405-325-2721	kadams@ou.edu
Personnel	Gould	OESC	PO Box 1467	Ardmore	OK		Kenneth.gould@oesc.state.ok.us
Rebekah	Flannigan	Langston Univ-Dept of Communicatio	PO Box 907	Langston	OK	73050 405-466-2231	kiflannigan@langston.edu
Career Coordinator	Jurney	Oklahoma Christian University	PO Box 11000	Oklahoma	OK	73136 405-425-6000	larry.jurney@oc.edu
Don	Henson	Futures for Tomorrow	200 Acro Pl #103 Ste	Independen	OK	67301 620-332-1226	lhenson@futuresfortomorrow.net
Gwin	Martin	Oklahoma City University	2501 N Blackwelder	Oklahoma	OK	73106 405-521-5171	lmartin@okcu.edu
Cathy	Williams	Rogers State University	1701 W Will Rogers B	Claremore	OK	74017 918-343-7505	lwilliams@rsu.edu
Marilyn	Confer	John Brown University	2000 W University	Siloam Spr	AR		marilyn.burr@ohc.state.ok.us
Gill	Piper	Okahoma Wesleyan University	2201 Silver Lake Rd	Bartlesville	OK	74006 918-335-6249	mpiper@okwu.edu
		OK Office of Handicapped Concerns	2401 NW 23rd Ste 90	Oklahoma	OK	73107 405-521-3756	odc@odc.ok.gov
Chris	Ruckman	John Brown University	2000 W University	Siloam Spr	AR		rruckman@jbu.edu
Julie	Riley	Cameron University	2800 W Gore	Lawton	OK	73505 580-581-2472	triley@cameron.edu
Staci	Cockrell	American Broadcasting School	4511 SE 29th St	Oklahoma	OK	73115 405-672-6511	staci@radioschool.com
Kimberlee	Bills	Metro Technology Centers	1600 Springlake Dr	Oklahoma	OK	73111 405-595-4804	
Kindle	Counselors	Bartlesville High School	1700 Hillcrest Dr	Bartlesville	OK	74006 918-337-6226	
Alana	Ketcher	Cherokee Nation	PO Box 948	Tahlequah	OK	74465 918-458-6165	
Jennifer	Mitchell	East Central University	1100 E 14th	Ada	OK	74520 580-559-5897	
Stephanie	Beaver	Muscogee Creek Nation	PO Box 580	Okmulgee	OK	74447 918-756-8700	
Chief Pery		Northern Oklahoma College	PO Box 310	Tonkawa	OK	74653 580-628-6446	
	Portman	NSU-BA Campus	3100 E. New Orleans	Broken Arr	OK	74014 918-449-6248 or ext. 6248	
Regina	Director	Oaks Indian Center	PO Box 130	Oaks	OK	74358 918-868-2196	
Ken	Shepherd	OK Assoc of Black Journalists	17112 Sunny Hollow	Edmond	OK	73012	
Ronald	Career Services	Oklahoma Baptist University	500 W University	Shawnee	OK	74804	
Larry	Gower	Oklahoma Christian University	PO Box 11000	Oklahoma	OK	73136 405-425-6000	
Jack	Smeyak	OSU-School of Journalism	2055 Paul Mill Bldg	Stillwater	OK	74078 405-744-5993	
Paul	Services	OSU-Tulsa	700 N Greenwood	Tulsa	OK	74106 918-594-8208	
Career	Smith	Okahoma State Univ-OKC	900 N Portland	Oklahoma	OK	73107 405-945-8680	
Marci	Director	Osage Nation	1333 Grandview	Pawhuska	OK	74056 918-287-2495	
Personnel	Moore	Osage Nationa/Education	1333 Grandview	Pawhuska	OK	74056	
Ted	Weber	Resonance	1608 South Elwood A	Tulsa	OK	74119 918-587-3888	
		Rogers State University	1701 W Will Rogers B	Claremore	OK	74017 918-343-7670	
Connie		RSU Public Television	1701 W Will Rogers B	Claremore	OK	74017 918-510-8397	

Mirian
Mike
Personnel

Johnson
Director
Victorian

Tri County Technology Center
Women in Communications
Workforce Comanche Nation

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PO Box 908

Bartlesville OK
Tulsa OK
Lawton OK

74006 918-333-6979 918-331-3257
74134 918-663-2155
73502