

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, 2021 to and including January 31, 2022 (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 28, 2022 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, 2021 to January 31, 2022
 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 Hiree
	No Job Openings	

Total Number of People Interviewed for All Job Positions: 0

Section 2 to
Annual EEO Public File Report – Recruitment Sources
During the Period from January 31, 2021 to January 31, 2022
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		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		All Positions
3.	Walk ins		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		All Positions
	Other Websites: BEOA-linked to OAB, online contact www.careerpage@nab.org , Indeed, STAA		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		All Positions

Section 3 to
Annual EEO Public File Report – Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken During the Period from January 31, 2021 to January 31, 2022
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 5-6, 2021

Garrett Giles, News Director, spoke virtually at the Deer Creek Elementary School Career Day on 5/18/21.

2- Scholarship:

Awarded 1 Scholarship to BHS Students – VP Kaleb Potter presented the award – May 14, 2021

3 – Internships:

www.bartlesvillerradio.com - Notice of internship program, ongoing, kept current by Business Manager-Dorea Potter

Hosted 1 Summer Intern from Rogers State University facilitated by Operations Manager – Evan Fahrbach and various staff members. 5/24-8/1/21

Hosted 2 Interns from Bartlesville High School – Operations Manager, Evan Fahrbach and various staff members 1 / 4 – 5/14/21 8/7/21-1/31/22

4- Hosted Station Tours:

3/6, 3/13, 3/27, 4/3, 4/10, 4/17, 4/24, 5/1, 5/8/21 Hosted 12 schools for Class Day spring tours. Senior students came tour the studios and go 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:

Dorea Potter, Business Manager, attended a HR/EEO seminar virtually on Job Analysis Essentials in a post pandemic world. 5/4/21

Business Manager, Dorea Potter, and Tina Romine, Executive Assistant, attended the FCC EEO Rules and How to Survive Them seminar presented by IBA virtually. 5/6/21

Business Manager, Dorea Potter, attended a virtual HR workshop presented by McAfee & Taft from Truity. 8/3/21

VP Kaleb Potter and GM, Kevin Potter, attended an Employment seminar sponsored by the Kansas Association of Broadcasters. 10/4/21