

**KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**2/1/2020 to 1/31/2021**

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 following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	Facility ID Number
KLVV	Ponca City, OK	65922
KJTH	Ponca City, OK	81146
KXTH	Seminole, OK	85076
KZTH	Piedmont, OK	83880
KTHL	Altus, OK	177048
KTHF	Hammon, OK	177198
KGVV	Goltry, OK	177142
KTHM	Waynoka, OK	191543
KIXO	Sulphur, OK	9942

This Annual EEO Report was placed in each station’s public inspection file on January 8, 2021, and posted on the stations’ websites, in accordance with the FCC’s EEO rules.

The Love Station, the licensee of Stations KJTH/KLVV/KXTH/KZTH/KTHF/KTHL/KGVV/KIXO/KTHM, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. *See* 47 C.F.R. § 73.2080(c)(1); *Review of the Commission’s Broadcast and Cable Equal Employment Opportunity Rules and Policies*, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, The Love Station, Inc. has established a religious qualification for all employee positions at KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO. In accordance with the FCC’s rules, The Love Station, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

**KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO  
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2/1/2020 to 1/31/2021**

**Appendix 1  
VACANCY LIST**

See the Master Recruitment Source List ("MRSL") in the next section for recruitment source data.

<b>Full-time Positions filled By Job Title (dated filled)</b>	<b>Recruitment Sources Used to Fill Vacancy (see Appendix 2)</b>	<b>RS Referring Hiree</b>
Chief Engineer (2/18/2020)	3, 20, 21, 22, 35	35
Operations Manager (4/17/2020) Internal Promotion	34	34
On Air Personality / Promotions Assistant (12/28/2020) Internal Promotion	34	34
Morning Show Co-Host (1/4/2021)	33, 34	33

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**Appendix 2**  
**MASTER RECRUITMENT SOURCE LIST**  
**& Number of Interviews Resulting**

*\* indicates Recruitment Source referring hiree*

Total number of interviews in reporting period = 5

Position: Chief Engineer – filled 2/18/2020

Total Number of Interviews: 2

Source (MRS #), Number of Interviews:

The House FM/My Praise FM.com (#3)

HisAir.net (#20)

National Religious Broadcasters (#21)

Oklahoma Association of Broadcasters (#22) 1

\*Indeed.com (#35) 1

Position: Operations Manager -- filled 4/17/2020

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

\*Employee Referrals (#34) 1

(\*Tony Weir)

Position: On Air Personality/ Promotions Assistant – filled 12/28/2020

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

\*Employee Referrals (#34) 1

(\*Tony Weir)

Position: Morning Show Co-Host – filled 1/4/2021

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

\*Non-Employee Referrals (#33) 1

Employee Referral (#34)

<b>RS Number</b>	<b>Recruitment Source Information</b> Including RS name, name or title of contact person, full mailing address, if available, and telephone number.
1	On-air announcements – My Praise FM
2	On-air announcements – The House FM
3	The House of Praise Website / The House FM Website (shared page) 580-767-1400 fax: 580-765-1700 Attn: Dusti Fansler P. O. Box 14, Ponca City, OK 74602-0014 e-mail: Dusti@thehousefm.com      websites: MyPraiseFM.com & TheHouseFM.com
4	Ponca City News      580-765-3311 300 N. 3 <sup>rd</sup> St., Ponca City, OK 74601      Contacts: Chelsea Bringham e-mail: classified@poncacitynews.com      web site: www.poncacitynews.com
5	Employment Service Oklahoma State      580-765-3372 1201 W. Grand, Ponca City, OK 74601
6	JobsOK.com      405-475-3060 Kerry Dixon Oklahoma City, OK e-mail:      web site: <a href="http://jobs.newsok.com/jobs/products">http://jobs.newsok.com/jobs/products</a>
7	NWOSU Career Services      580-327-8606      fax: 580-327-8413 709 Oklahoma Blvd., Alva, OK 73717 Contact: Andrea Lauderdale      e-mail: <a href="mailto:career@nwosu.edu">career@nwosu.edu</a> or <a href="mailto:amlauderdale@nwosu.edu">amlauderdale@nwosu.edu</a> Mass Comm Contact: Lisa Franz      email: <a href="mailto:lifranz@nwosu.edu">lifranz@nwosu.edu</a>
8	Oklahoma Baptist University Career Planning      405-878-2416      800-654-3285 500 W. University, Shawnee, OK 74804 e-mail: Career Services -- <a href="mailto:career.services@okbu.edu">career.services@okbu.edu</a>
9	Oklahoma City University Communications Dept.      405-744-6354 2501 N. Blackwelder, Oklahoma City, OK 73106 Contact: Andy Gibson      e-mail: <a href="mailto:agibson@okcu.edu">agibson@okcu.edu</a>
10	Oral Roberts University Career Services      918-495-6912      fax: 918-495-6710 (9-5 CST) 7777 S. Lewis -- LRC 616, Tulsa, OK 74171      email: <a href="mailto:careers@oru.edu">careers@oru.edu</a> Website: <a href="http://www.oru.edu/current-students/my-services/career-services/employers/">http://www.oru.edu/current-students/my-services/career-services/employers/</a>
11	Oklahoma State University Career Services      405-744-5253      fax: 405-744-9954 360 Student Union, Stillwater, OK 74078-0195 e-mail: <a href="mailto:careers@okstate.edu">careers@okstate.edu</a> website <a href="http://www.hireosugrads.com/employers/Post.aspx">www.hireosugrads.com/employers/Post.aspx</a>
12	University of Oklahoma Career Services      405-325-1974      fax: 405-325-3402 900 Asp Avenue, Suite 323 Norman, OK 73019 Contacts: Alex Batcheller <a href="mailto:abatcheller@ou.edu">abatcheller@ou.edu</a> <a href="mailto:oucs@ou.edu">oucs@ou.edu</a> website: <a href="http://www.ou.edu/career/">www.ou.edu/career/</a>
13	University of Oklahoma      405-325-2721 Gaylord College of Journalism 860 Van Vleet Oval Norman, OK 73019 Contact: Kathy Adams <a href="mailto:kadams@ou.edu">kadams@ou.edu</a>
14	Southwestern Missouri State University Career Services      417-836-5636      fax: 417-836-6797 Carrington 309, Glass 103, 901 S. National, Springfield, MO 65804 Contact: Gary Stafford      email: <a href="mailto:gstafford@missouristate.edu">gstafford@missouristate.edu</a> e-mail: <a href="mailto:CareerServices@smsu.edu">CareerServices@smsu.edu</a> web site: <a href="http://careerservices.smsu.edu">http://careerservices.smsu.edu</a>

15	University of Central Oklahoma Career Services (405) 974-3346 100 N. University Dr., Edmond, OK 73034 <a href="mailto:careers@uco.edu">careers@uco.edu</a>
16	University of Central Oklahoma (405) 974-2584 Communications Dept. Attn.: David Nelson <a href="mailto:dnelson7@uco.edu">dnelson7@uco.edu</a> 100 N. University Dr., Edmond, OK 73034
17	NARTE 1-800-89-NARTE <a href="http://www.narte.org/jobbank.html">www.narte.org/jobbank.html</a>
18	NARTE News (quarterly journal) 541-382-6060 FAX 541-388-2393 61051 River Bluff Trail, Bend, OR 97702 <a href="mailto:nartenevents@narte.org">nartenevents@narte.org</a>
19	All Access Music Group 615-587-4835 FAX 310-457-8058 HitRadioPromo.com 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 Christian editor: Mark Giles / AllAccessNetTalk <a href="http://allaccess.com/forum">allaccess.com/forum</a> e-mail: <a href="mailto:mgiles@allaccess.com">mgiles@allaccess.com</a> website: <a href="http://www2.allaccess.com">www2.allaccess.com</a>
20	HisAir.Net 225-744-3524 fax: 225-612-7040 P. O. Box 307, Duplessis, LA 70728 Ted Kelly, Editor <a href="mailto:ted@hisair.net">ted@hisair.net</a> e-mail: <a href="mailto:jobs@hisair.net">jobs@hisair.net</a> website <a href="http://www.hisair.net">www.hisair.net</a>
21	National Religious Broadcasters 703-330-7000 fax: Attn: Ken Chen 9510 Technology Drive, Manassas, VA 20110 e-mail: <a href="mailto:kchen@nrb.org">kchen@nrb.org</a> <a href="mailto:info@nrb.org">info@nrb.org</a> website <a href="http://nrb.org/membership.career-classifieds/submit-classified/">nrb.org/membership.career-classifieds/submit-classified/</a>
22	Oklahoma Association of Broadcasters (OAB) 405-848-0771 Contact: Nancy Struby e-mail: <a href="mailto:Struby@oab.org">Struby@oab.org</a> 6520 N. Western, Ste. 104, Oklahoma City, OK 73116 e-mail: <a href="mailto:info@oabok.org">info@oabok.org</a> website: <a href="http://www.oabok.org">www.oabok.org</a>
23	PDNet Internet Forum and PDNet Web Site Attn: Bob Thornton e-mail: <a href="mailto:pdforum@programdirector.net">pdforum@programdirector.net</a> website <a href="http://www.programdirector.net">www.programdirector.net</a>
24	Baptist General Convention of Oklahoma 405-942-3800 ext. 4360 Attn: Karen Kinnaird (Advertising Mgr) 3800 N. May Ave., Oklahoma City, OK 73112
25	Society of Broadcast Engineers 317-846-9000 Fax: 317-846-9120 Attn: Scott Jones 6247 N. Meridian St., Ste. 305 Indianapolis, IN 46260 e-mail: <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> website: <a href="http://www.sbe.org">www.sbe.org</a>
26	Ponca City Workforce Center 580-765-3372 Fax: 580-765-6145 400 E. Central, Ste. 103 Ponca City, OK 74601 Website: <a href="https://okjobmatch.com/ada/r/offices/8508">https://okjobmatch.com/ada/r/offices/8508</a> e-mail: <a href="mailto:manager.poncacity@oesc.state.ok.us">manager.poncacity@oesc.state.ok.us</a> State-wide website: <a href="https://okjobmatch.com/ada/r/employer">https://okjobmatch.com/ada/r/employer</a>
27	National Alliance of State Broadcasters Associations 800-622-2414 Email: <a href="mailto:info@careerpage.org">info@careerpage.org</a> website: <a href="http://www.careerpage.org">www.careerpage.org</a>

28	Northern Oklahoma College      580-628-6651 PO Box 2300 Enid, OK 737032 Contact: Milynda Wade   milynda.wade@noc.edu      www.hirenortherngrads.com
29	American Broadcasting School      405-672-6511 4511 SE 29th St. Oklahoma City, OK 73115 Contact: Staci Cockrell (CEO)      email: Staci@radioschool.com
30	Ponca City Community Jobs Facebook page www.facebook.com/groups/CommunityJobsandEmploymentGroup
31	National Alliance of State Broadcasters Associations - Career Page      Suzan Strong suzanstrong@nmba.org
32	Station/Staff Facebook
33	Non-Employee Referrals
34	Employee Referrals
35	Indeed www.indeed.com
36	Facebook www.facebook.com/thehousefm

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**Appendix 3**

Non-vacancy Specific Recruitment Activities completed in this reporting period are ...

Periodic announcements for interns are listed on the Oklahoma Association of Broadcasters and both The House FM and The House of Praise websites. During the reporting period four college and one high school students served as paid interns learning, to varying degrees, the inside workings of a radio station. To alert students at the local college to the possibility of working with a local broadcaster, a poster is in the college year-round advertising for interns.

Station personnel conducted numerous tours for students from Christian schools and other guests with a brief explanation of broadcast careers.

Two on-air personalities spoke at two schools. They spoke about making positive choices, and informing young people about the field of broadcasting, reaching over 150 students. We promoted a virtual Vacation Bible School that was developed by an education program. Two of our on-air personalities recorded a virtual VBS Welcome to be played before the virtual VBS. This information was sent out to our church email group.

Station personnel participated in one career fair. Personnel whose primary job is off-air support have been given opportunities to build a variety of skills marketable in the communications industry, and all full-time staff members participated in two days of fundraising training presented by a nationally-recognized, professional fundraising coaching and training company.

## Oklahoma Association of Broadcasters

**EEO Resources**  
Revised January 2020

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
Metro Technology Centers	Aaron Walker	Student Services	1600 Springlake Drive	Oklahoma City OK 73111	<a href="mailto:Aaron.walker@metrotech.edu">Aaron.walker@metrotech.edu</a>	(405) 595-4804
Oklahoma Wesleyan University	Alice Cooper	General Office	2201 Silver Lake Road	Bartlesville OK 74006	<a href="mailto:acooper@okwu.edu">acooper@okwu.edu</a>	(918) 335-6219
High Plains Technology Center	Amber Riley	Career Services	3921 34th Street	Woodward, OK 73801	<a href="mailto:agriley@hptc.edu">agriley@hptc.edu</a>	(580) 256-6618
Oklahoma City University	Andy Gibson	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:agibson@okcu.edu">agibson@okcu.edu</a>	(405) 744-6354
Autry Technology Center	Ashley Skrapke	Student Development	1201 W. Willow Road	Enid, OK 73703	<a href="mailto:askrapke@autrytech.edu">askrapke@autrytech.edu</a>	(580) 242-2750
Tulsa Community College	Beverly Bailey	Communications	909 S. Boston	Tulsa, OK 74119	<a href="mailto:bbailey@tulsacc.edu">bbailey@tulsacc.edu</a>	(918) 595-7045
Cameron University	Career Services Coordinator	Career Services	2800 W. Gore	Lawton OK 73505	<a href="mailto:hirecameronaggies@cameron.edu">hirecameronaggies@cameron.edu</a>	(580) 581-6769
Oklahoma Baptist University	Careers Coordinator	Career Services	500 West University	Shawnee, OK 74804	<a href="mailto:career.services@okbu.edu">career.services@okbu.edu</a>	
Oklahoma Christian University	Careers Coordinator	Career Services	P O Box 11000	Oklahoma City OK 73136	<a href="mailto:careerservices@oc.edu">careerservices@oc.edu</a>	(405) 425-5960
Oklahoma City University	Careers Coordinator	Career Services	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:careerservices@okcu.edu">careerservices@okcu.edu</a>	(405) 208-5171
Resonance	Careers Coordinator	Careers	1608 South Elwood Avenue	Tulsa, OK 74119	<a href="mailto:resonance@resonancetulsa.org">resonance@resonancetulsa.org</a>	(918) 587-3888
University of Central Oklahoma	Careers Supervisor	Career Services	100 University Blvd.	Edmond OK 73034	<a href="mailto:careers@uco.edu">careers@uco.edu</a>	(405) 974-3346
Great Plains Technology Center	Carla Codopony	Career Services	4500 W. Lee Blvd	Lawton OK 73505	<a href="mailto:ccodopony@greatplains.edu">ccodopony@greatplains.edu</a>	(580) 250-5535
Rogers State University	Cathy Coomer	KRSC-FM	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:ccoomer@rsu.edu">ccoomer@rsu.edu</a>	(918) 343-7670
Langston University	Cheryl Rainey	Student Employment	226 Page Hall	Langston OK 73050	<a href="mailto:cbrainey@langston.edu">cbrainey@langston.edu</a>	(405) 466-3281
Office of Disability Concerns	Dalene Barton	Disability Program	2712 Villa Prom	Oklahoma City OK 73107-2423	<a href="mailto:Dalene.barton@odc.ok.gov">Dalene.barton@odc.ok.gov</a>	(405) 521-3756



Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
University of Central Oklahoma	David Nelson	Communications	100 University Blvd.	Edmond OK 73034	<a href="mailto:dnelson7@uco.edu">dnelson7@uco.edu</a>	(405) 974-2584
Northern Oklahoma College	Dean Pearcy	Communications	PO Box 310	Tonkawa, OK 74653	<a href="mailto:Dean.Pearcy@noc.edu">Dean.Pearcy@noc.edu</a>	(580) 628-6446
University of Central Oklahoma	Desiree Hill	Communications	100 University Blvd.	Edmond OK 73034	<a href="mailto:dhill33@uco.edu">dhill33@uco.edu</a>	(405) 974-2792
Tulsa Community College	Ed Taylor	Communications	909 S. Boston-MC423	Tulsa, OK 74119	<a href="mailto:etaylor@tulsacc.edu">etaylor@tulsacc.edu</a>	(918) 595-7217
Northeastern State University		Career Services	705 North Grand	Tahlequah, OK 74464-2300	<a href="mailto:careerservices@nsuok.edu">careerservices@nsuok.edu</a>	(918) 456-5511
Oklahoma State University-OKC	Gill Smith	Student Employment	900 N. Portland	Oklahoma City OK 73107	<a href="mailto:sgilber@osuokc.edu">sgilber@osuokc.edu</a>	(405) 945-8680
Oklahoma City Community College	Gwin Lippert	Communications	7777 S. May Avenue	Oklahoma City, OK 73159	<a href="mailto:gwin@lippertmedia.com">gwin@lippertmedia.com</a>	(405) 982-1611
Oklahoma State University	Jack Hodgson	Communications	206 Paul Miller Building	Stillwater, OK 74078	<a href="mailto:jack.hodgson@okstate.edu">jack.hodgson@okstate.edu</a>	(405) 744-8282
Northwestern Oklahoma State University	Lisa Franz	Mass Communications	709 Oklahoma Blvd.	Alva, OK 73717	<a href="mailto:lfranz@nwosu.edu">lfranz@nwosu.edu</a>	(580) 327-8606
Canadian Valley Technology Center	Mindi Mitchell	Job Placement	6505 Highway 66	Ei Reno OK 73036	<a href="mailto:mimitchell@cvtech.edu">mimitchell@cvtech.edu</a>	(405) 262-2629
University of Oklahoma	Kathy Adams	Gaylord College of Journalism & Mass Comm.	860 Van Vleet Oval	Norman OK 73019	<a href="mailto:kadams@ou.edu">kadams@ou.edu</a>	(405) 325-2721
Oklahoma Christian University	Larry Journey	Communications	P O Box 11000	Oklahoma City OK 73136	<a href="mailto:larry.journey@oc.edu">larry.journey@oc.edu</a>	(405) 425-5000
Rogers State University	Lee Williams	Communications	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:lwilliams@rsu.edu">lwilliams@rsu.edu</a>	(918) 343-7505
Southern Nazarene University	Miriam Key	Career Placement	6729 NW 39 <sup>th</sup> Expressway	Bethany OK 73008	<a href="mailto:career@snu.edu">career@snu.edu</a>	(405) 491-6684
Workforce Oklahoma	Ron Julian	Career Services	2 N. Elgin	Tulsa OK 74120	<a href="mailto:Ronald.julian@oes.state.ok.us">Ronald.julian@oes.state.ok.us</a>	(918) 596-2153
Oklahoma Baptist University	Ronald Johnson	Communication Arts	500 West University	Shawnee, OK 74804	<a href="mailto:Ronald.Johnson@okbu.edu">Ronald.Johnson@okbu.edu</a>	(405) 878-2351
RSU Public Television	Royal Aflis	KRSC-TV	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:raflis@rsu.edu">raflis@rsu.edu</a>	(918) 510-8397

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
Southeastern Oklahoma State University	Scott Hensley	Career Planning and Placement	1405 N. 4 <sup>th</sup> Avenue	Durant OK 74701-0609	<a href="mailto:shensley@se.edu">shensley@se.edu</a>	(580) 745-2270
American Broadcasting School	Shawn Cockrell	Job Placement	4511 SE 29th Street	Oklahoma City OK 73115	<a href="mailto:shawn@radioschool.com">shawn@radioschool.com</a>	(405) 672-6511
University of Tulsa	Sherri Alexander	Career Services	600 S. Coilege	Tulsa OK 74104	<a href="mailto:careerhelp@utulsa.edu">careerhelp@utulsa.edu</a>	(918) 631-2549
American Broadcasting School	Staci Cockrell	CEO	4511 SE 29th Street	Oklahoma City OK 73115	<a href="mailto:staci@radioschool.com">staci@radioschool.com</a>	(405) 672-6511
Cameron University	Steve Adams	Communications	2800 W. Gore	Lawton OK 73505	<a href="mailto:stevea@cameron.edu">stevea@cameron.edu</a>	(580) 581-2477
Tinker Air Force Base		Veteran Employment	6001 Arnold Street	Tinker AFB, OK 73145		(405) 734-5686
Eastern Oklahoma County Technology Center	Vickey Davies	Career Services	4601 N. Choctaw Road	Choctaw OK 73020	<a href="mailto:vdavies@eocotech.edu">vdavies@eocotech.edu</a>	(405) 390-9591
Oklahoma City University	Wendy Brunner	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:gmbrunner@okcu.edu">gmbrunner@okcu.edu</a>	(405) 744-6354

The following contact do not accept email, but suggest you post directly to their websites.

Southern Oklahoma Tech	Sandy Babcock	Academic Enhancement	2610 Sam Noble Parkway	Ardmore OK 73401	<a href="http://www.sotc.edu">www.sotc.edu</a> Career Connection	(580) 223-2070
University of Oklahoma		Career Services	900 Asp Ave. Suite 323	Norman OK 73019	<a href="http://www.ou.joinhandsake.com/">www.ou.joinhandsake.com/</a>	(405) 325-1974

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**Appendix 1  
VACANCY LIST**

See the Master Recruitment Source List (“MRSL”) in the next section for recruitment source data.

<b>Full-time Positions filled By Job Title (dated filled)</b>	<b>Recruitment Sources Used to Fill Vacancy (see Appendix 2)</b>	<b>RS Referring Hiree</b>
Special Projects Coordinator (9/23/2019)	35, 3, 4, 22	3
Office Manager (11/19/2019)	1, 2, 3, 4, 35, 36	3
Office Assistant (1/10/2020) Internal Promotion	34	34
Special Projects Coordinator (11/19/2019) Internal Promotion	34	34

**KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO  
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**Appendix 2  
MASTER RECRUITMENT SOURCE LIST  
& Number of Interviews Resulting**

*\* indicates Recruitment Source referring hiree*

Total number of interviews in reporting period = 10

Position: Special Projects Coordinator -- filled 9-23-2019

Total Number of Interviews: 4

Source (MRS #), Number of Interviews:

\*The House FM/My Praise FM.com (#3) 1

Indeed.com (#35) 3

Position: Special Projects Coordinator-- filled 11-1-2019

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

\*Employee Referrals (#34) 1

Position: Office Manager -- filled 11-1-2019

Total Number of Interviews: 4

Source (MRS #), Number of Interviews:

\*The House FM/My Praise FM.com (#3) 3

Indeed.com (#35) 3

Position: Office Assistant – filled 1-10-2020

Total Number of Interviews: 1

Source (MRS #), Number of Interviews:

\*Employee Referrals (#34) 1

RS Number	<p style="text-align: center;"><b>Recruitment Source Information</b> Including RS name, name or title of contact person, full mailing address, if available, and telephone number.</p>
1	On-air announcements – My Praise FM
2	On-air announcements – The House FM
3	My Praise FM Website / The House FM Website (shared page) 580-767-1400 fax: 580-765-1700 Attn: Dusti Fansler P. O. Box 14, Ponca City, OK 74602-0014 e-mail: Dusti@thehousefm.com      websites: MyPraiseFM.com & TheHouseFM.com
4	Ponca City News      580-765-3311 300 N. 3 <sup>rd</sup> St., Ponca City, OK 74601      Contacts: Chelsea Bringham e-mail: classified@poncacitynews.com      web site: www.poncacitynews.com
5	Employment Service Oklahoma State      580-765-3372 1201 W. Grand, Ponca City, OK 74601
6	JobsOK.com      405-475-3060 Kerry Dixon Oklahoma City, OK e-mail:      web site: <a href="http://jobs.newsok.com/jobs/products">http://jobs.newsok.com/jobs/products</a>
7	NWOSU Career Services      580-327-8606      fax: 580-327-8413 709 Oklahoma Blvd., Alva, OK 73717 Contact: Andrea Lauderdale      e-mail: <a href="mailto:career@nwosu.edu">career@nwosu.edu</a> or <a href="mailto:amlauderdale@nwosu.edu">amlauderdale@nwosu.edu</a> Mass Comm Contact: Lisa Franz      email: <a href="mailto:lifranz@nwosu.edu">lifranz@nwosu.edu</a>
8	Oklahoma Baptist University Career Planning      405-878-2416      800-654-3285 500 W. University, Shawnee, OK 74804 e-mail: Career Services -- <a href="mailto:career.services@okbu.edu">career.services@okbu.edu</a>
9	Oklahoma City University Communications Dept.      405-744-6354 2501 N. Blackwelder, Oklahoma City, OK 73106 Contact: Andy Gibson      e-mail: <a href="mailto:agibson@okcu.edu">agibson@okcu.edu</a>
10	Oral Roberts University Career Services      918-495-6912      fax: 918-495-6710 (9-5 CST) 7777 S. Lewis – LRC 616, Tulsa, OK 74171      email: <a href="mailto:careers@oru.edu">careers@oru.edu</a> Website: <a href="http://www.oru.edu/current-students/my-services/career-services/employers/">http://www.oru.edu/current-students/my-services/career-services/employers/</a>
11	Oklahoma State University Career Services      405-744-5253      fax: 405-744-9954 360 Student Union, Stillwater, OK 74078-0195 e-mail: <a href="mailto:careers@okstate.edu">careers@okstate.edu</a> website <a href="http://www.hireosugrads.com/employers/Post.aspx">www.hireosugrads.com/employers/Post.aspx</a>
12	University of Oklahoma Career Services      405-325-1974      fax: 405-325-3402 900 Asp Avenue, Suite 323 Norman, OK 73019 Contacts: Alex Batcheller <a href="mailto:abatcheller@ou.edu">abatcheller@ou.edu</a> <a href="mailto:oucs@ou.edu">oucs@ou.edu</a> website: <a href="http://www.ou.edu/career/">www.ou.edu/career/</a>
13	University of Oklahoma      405-325-2721 Gaylord College of Journalism 860 Van Vleet Oval Norman, OK 73019 Contact: Kathy Adams <a href="mailto:kadams@ou.edu">kadams@ou.edu</a>
14	Southwestern Missouri State University Career Services      417-836-5636      fax: 417-836-6797 Carrington 309, Glass 103, 901 S. National, Springfield, MO 65804 Contact: Gary Stafford      email: <a href="mailto:gstafford@missouristate.edu">gstafford@missouristate.edu</a> e-mail: <a href="mailto:CareerServices@smsu.edu">CareerServices@smsu.edu</a> web site: <a href="http://careerservices.smsu.edu">http://careerservices.smsu.edu</a>

15	University of Central Oklahoma Career Services (405) 974-3346 100 N. University Dr., Edmond, OK 73034 <a href="mailto:careers@uco.edu">careers@uco.edu</a>
16	University of Central Oklahoma (405) 974-2584 Communications Dept. Attn.: David Nelson <a href="mailto:dnelson7@uco.edu">dnelson7@uco.edu</a> 100 N. University Dr., Edmond, OK 73034
17	NARTE 1-800-89-NARTE <a href="http://www.narte.org/jobbank.html">www.narte.org/jobbank.html</a>
18	NARTE News (quarterly journal) 541-382-6060 FAX 541-388-2393 61051 River Bluff Trail, Bend, OR 97702 <a href="mailto:nartenevents@narte.org">nartenevents@narte.org</a>
19	All Access Music Group 615-587-4835 FAX 310-457-8058 <a href="http://HitRadioPromo.com">HitRadioPromo.com</a> 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 Christian editor: Mark Giles / AllAccessNetTalk <a href="http://allaccess.com/forum">allaccess.com/forum</a> e-mail: <a href="mailto:mgiles@allaccess.com">mgiles@allaccess.com</a> website: <a href="http://www2.allaccess.com">www2.allaccess.com</a>
20	HisAir.Net 225-744-3524 fax: 225-612-7040 P. O. Box 307, Duplessis, LA 70728 Ted Kelly, Editor <a href="mailto:ted@hisair.net">ted@hisair.net</a> e-mail: <a href="mailto:jobs@hisair.net">jobs@hisair.net</a> website <a href="http://www.hisair.net">www.hisair.net</a>
21	National Religious Broadcasters 703-330-7000 fax: Attn: Ken Chen 9510 Technology Drive, Manassas, VA 20110 e-mail: <a href="mailto:kchen@nrb.org">kchen@nrb.org</a> <a href="mailto:info@nrb.org">info@nrb.org</a> website <a href="http://nrb.org/membership.career-classifieds/submit-classified/">nrb.org/membership.career-classifieds/submit-classified/</a>
22	Oklahoma Association of Broadcasters (OAB) 405-848-0771 Contact: Nancy Struby e-mail: <a href="mailto:Struby@oab.org">Struby@oab.org</a> 6520 N. Western, Ste. 104, Oklahoma City, OK 73116 e-mail: <a href="mailto:info@oabok.org">info@oabok.org</a> website: <a href="http://www.oabok.org">www.oabok.org</a>
23	PDNet Internet Forum and PDNet Web Site Attn: Bob Thornton e-mail: <a href="mailto:pdforum@programdirector.net">pdforum@programdirector.net</a> website <a href="http://www.programdirector.net">www.programdirector.net</a>
24	Baptist General Convention of Oklahoma 405-942-3800 ext. 4360 Attn: Karen Kinnaird (Advertising Mgr) 3800 N. May Ave., Oklahoma City, OK 73112
25	Society of Broadcast Engineers 317-846-9000 Fax: 317-846-9120 Attn: Scott Jones 6247 N. Meridian St., Ste. 305 Indianapolis, IN 46260 e-mail: <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> website: <a href="http://www.sbe.org">www.sbe.org</a>
26	Ponca City Workforce Center 580-765-3372 Fax: 580-765-6145 400 E. Central, Ste. 103 Ponca City, OK 74601 Website: <a href="https://okjobmatch.com/ada/r/offices/8508">https://okjobmatch.com/ada/r/offices/8508</a> e-mail: <a href="mailto:manager.poncacity@oesc.state.ok.us">manager.poncacity@oesc.state.ok.us</a> State-wide website: <a href="https://okjobmatch.com/ada/r/employer">https://okjobmatch.com/ada/r/employer</a>
27	National Alliance of State Broadcasters Associations 800-622-2414 Email: <a href="mailto:info@careerpage.org">info@careerpage.org</a> website: <a href="http://www.careerpage.org">www.careerpage.org</a>

28	Northern Oklahoma College      580-628-6651 PO Box 2300 Enid, OK 737032 Contact: Milynda Wade   milynda.wade@noc.edu      www.hirenortherngrads.com
29	American Broadcasting School      405-672-6511 4511 SE 29th St. Oklahoma City, OK 73115 Contact: Staci Cockrell (CEO)      email: Staci@radioschool.com
30	Ponca City Community Jobs Facebook page www.facebook.com/groups/CommunityJobsandEmploymentGroup
31	National Alliance of State Broadcasters Associations - Career Page      Suzan Strong suzanstrong@nmba.org
32	Station/Staff Facebook
33	Non-Employee Referrals
34	Employee Referrals
35	Indeed www.indeed.com
36	Facebook www.facebook.com/thehousefm

**KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**2/1/2019 to 1/31/2020**

**Appendix 3**

Non-vacancy Specific Recruitment Activities completed in this reporting period are ...

Periodic announcements for interns are listed on both the Oklahoma Association of Broadcasters website and The House FM/The House of Praise websites. During the reporting period three college and three high school students served as paid interns learning, to varying degrees, the inside workings of a radio station. To alert students at the local college to the possibility of working with a local broadcaster, a poster is in the college library year-round advertising for interns.

Station personnel conducted numerous tours for "Kid DJ Day" attended by more than 700 children, youth, and adults, as well as for students from Christian schools and other guests with a brief explanation of broadcast careers.

Three on-air personalities spoke at nine schools and five Vacation Bible Schools in the listening area, speaking on making positive choices, and informing young people about the field of broadcasting, reaching over 1,400 students.

Station personnel participated in four career fairs. Personnel whose primary job is off-air support have been given opportunities to build a variety of skills marketable in the communications industry, and all full-time staff members participated in two days of fundraising training presented by a nationally-recognized, professional fundraising coaching and training company.



## Oklahoma Association of Broadcasters

### EEO Resources Revised January 2020

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
Metro Technology Centers	Aaron Walker	Student Services	1600 Springlake Drive	Oklahoma City OK 73111	<a href="mailto:Aaron.walker@metrotech.edu">Aaron.walker@metrotech.edu</a>	(405) 595-4804
Oklahoma Wesleyan University	Alice Cooper	General Office	2201 Silver Lake Road	Bartlesville OK 74006	<a href="mailto:acooper@okwu.edu">acooper@okwu.edu</a>	(918) 335-6219
High Plains Technology Center	Amber Riley	Career Services	3921 34th Street	Woodward, OK 73801	<a href="mailto:agriley@hptc.edu">agriley@hptc.edu</a>	(580) 256-6618
Oklahoma City University	Andy Gibson	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:agibson@okcu.edu">agibson@okcu.edu</a>	(405) 744-6354
Autry Technology Center	Ashley Skrapke	Student Development	1201 W. Willow Road	Enid, OK 73703	<a href="mailto:askrapke@autrvtech.edu">askrapke@autrvtech.edu</a>	(580) 242-2750
Tulsa Community College	Beverly Bailey	Communications	909 S. Boston	Tulsa, OK 74119	<a href="mailto:bbailey@tulsacc.edu">bbailey@tulsacc.edu</a>	(918) 595-7045
Cameron University	Career Services Coordinator	Career Services	2800 W. Gore	Lawton OK 73505	<a href="mailto:hircameronaggies@cameron.edu">hircameronaggies@cameron.edu</a>	(580) 581-6769
Oklahoma Baptist University	Careers Coordinator	Career Services	500 West University	Shawnee, OK 74804	<a href="mailto:career.services@okbu.edu">career.services@okbu.edu</a>	
Oklahoma Christian University	Careers Coordinator	Career Services	P O Box 11000	Oklahoma City OK 73136	<a href="mailto:careerservices@oc.edu">careerservices@oc.edu</a>	(405) 425-5960
Oklahoma City University	Careers Coordinator	Career Services	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:careerservices@okcu.edu">careerservices@okcu.edu</a>	(405) 208-5171
Resonance	Careers Coordinator	Careers	1608 South Elwood Avenue	Tulsa, OK 74119	<a href="mailto:resonance@resonancetulsa.org">resonance@resonancetulsa.org</a>	(918) 587-3888
University of Central Oklahoma	Careers Supervisor	Career Services	100 University Blvd.	Edmond OK 73034	<a href="mailto:careers@uco.edu">careers@uco.edu</a>	(405) 974-3346
Great Plains Technology Center	Carla Codopony	Career Services	4500 W. Lee Blvd	Lawton OK 73505	<a href="mailto:ccodopony@greatplains.edu">ccodopony@greatplains.edu</a>	(580) 250-5535
Rogers State University	Cathy Coomer	KRSC-FM	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:ccoomer@rsu.edu">ccoomer@rsu.edu</a>	(918) 343-7670
Langston University	Cheryl Rainey	Student Employment	226 Page Hall	Langston OK 73050	<a href="mailto:cbrainey@langston.edu">cbrainey@langston.edu</a>	(405) 466-3281
Office of Disability Concerns	Dalene Barton	Disability Program	2712 Villa Prom	Oklahoma City OK 73107-2423	<a href="mailto:Dalene.barton@odc.ok.gov">Dalene.barton@odc.ok.gov</a>	(405) 521-3756

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
University of Central Oklahoma	David Nelson	Communications	100 University Blvd.	Edmond OK 73034	<a href="mailto:dnelson7@uco.edu">dnelson7@uco.edu</a>	(405) 974-2584
Northern Oklahoma College	Dean Pearcy	Communications	PO Box 310	Tonkawa, OK 74653	<a href="mailto:Dean.Pearcy@noc.edu">Dean.Pearcy@noc.edu</a>	(580) 628-6446
University of Central Oklahoma	Desiree Hill	Communications	100 University Blvd.	Edmond OK 73034	<a href="mailto:dhill33@uco.edu">dhill33@uco.edu</a>	(405) 974-2792
Tulsa Community College	Ed Taylor	Communications	909 S. Boston-MC423	Tulsa, OK 74119	<a href="mailto:etaylor@tulsacc.edu">etaylor@tulsacc.edu</a>	(918) 595-7217
Northeastern State University		Career Services	705 North Grand	Tahlequah, OK 74464-2300	<a href="mailto:careerservices@nsuok.edu">careerservices@nsuok.edu</a>	(918) 456-5511
Oklahoma State University-OKC	Gill Smith	Student Employment	900 N. Portland	Oklahoma City OK 73107	<a href="mailto:gsilber@osuokc.edu">gsilber@osuokc.edu</a>	(405) 945-8680
Oklahoma City Community College	Gwin Lippert	Communications	7777 S. May Avenue	Oklahoma City, OK 73159	<a href="mailto:gwin@lippertmedia.com">gwin@lippertmedia.com</a>	(405) 982-1611
Oklahoma State University	Jack Hodgson	Communications	206 Paul Miller Building	Stillwater, OK 74078	<a href="mailto:jack.hodgson@okstate.edu">jack.hodgson@okstate.edu</a>	(405) 744-8282
Northwestern Oklahoma State University	Lisa Franz	Mass Communications	709 Oklahoma Blvd.	Alva, OK 73717	<a href="mailto:lfranz@nwosu.edu">lfranz@nwosu.edu</a>	(580) 327-8606
Canadian Valley Technology Center	Mindi Mitchell	Job Placement	6505 Highway 66	Ei Reno OK 73036	<a href="mailto:mlmitchell@cvtech.edu">mlmitchell@cvtech.edu</a>	(405) 262-2629
University of Oklahoma	Kathy Adams	Gaylord College of Journalism & Mass Comm.	860 Van Vleet Oval	Norman OK 73019	<a href="mailto:kadams@ou.edu">kadams@ou.edu</a>	(405) 325-2721
Oklahoma Christian University	Larry Journey	Communications	P O Box 11000	Oklahoma City OK 73136	<a href="mailto:larry.journey@oc.edu">larry.journey@oc.edu</a>	(405) 425-5000
Rogers State University	Lee Williams	Communications	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:lwilliams@rsu.edu">lwilliams@rsu.edu</a>	(918) 343-7505
Southern Nazarene University	Miriam Key	Career Placement	6729 NW 39 <sup>th</sup> Expressway	Bethany OK 73008	<a href="mailto:career@snu.edu">career@snu.edu</a>	(405) 491-6684
Workforce Oklahoma	Ron Jullan	Career Services	2 N. Elgin	Tulsa OK 74120	<a href="mailto:Ronald.julian@oes.state.ok.us">Ronald.julian@oes.state.ok.us</a>	(918) 596-2153
Oklahoma Baptist University	Ronald Johnson	Communication Arts	500 West University	Shawnee, OK 74804	<a href="mailto:Ronald.Johnson@okbu.edu">Ronald.Johnson@okbu.edu</a>	(405) 878-2351
RSU Public Television	Royal Allis	KRSC-TV	1701 W. Will Rogers Blvd.	Claremore OK 74017	<a href="mailto:rallis@rsu.edu">rallis@rsu.edu</a>	(918) 510-8397

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
Southeastern Oklahoma State University	Scott Hensley	Career Planning and Placement	1405 N. 4 <sup>th</sup> Avenue	Durant OK 74701-0609	<a href="mailto:shensley@se.edu">shensley@se.edu</a>	(580) 745-2270
American Broadcasting School	Shawn Cockrell	Job Placement	4511 SE 29th Street	Oklahoma City OK 73115	<a href="mailto:shawn@radioschool.com">shawn@radioschool.com</a>	(405) 672-6511
University of Tulsa	Sherrri Alexander	Career Services	600 S. College	Tulsa OK 74104	<a href="mailto:careerhelp@utulsa.edu">careerhelp@utulsa.edu</a>	(918) 631-2549
American Broadcasting School	Staci Cockrell	CEO	4511 SE 29th Street	Oklahoma City OK 73115	<a href="mailto:staci@radioschool.com">staci@radioschool.com</a>	(405) 672-6511
Cameron University	Steve Adams	Communications	2800 W. Gore	Lawton OK 73505	<a href="mailto:stevea@cameron.edu">stevea@cameron.edu</a>	(580) 581-2477
Tinker Air Force Base		Veteran Employment	6001 Arnold Street	Tinker AFB, OK 73145		(405) 734-5686
Eastern Oklahoma County Technology Center	Vickey Davies	Career Services	4601 N. Choctaw Road	Choctaw OK 73020	<a href="mailto:vdavies@eocotech.edu">vdavies@eocotech.edu</a>	(405) 390-9591
Oklahoma City University	Wendy Brunner	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	<a href="mailto:gmbrunner@okcu.edu">gmbrunner@okcu.edu</a>	(405) 744-6354

The following contact do not accept email, but suggest you post directly to their websites.

Southern Oklahoma Tech	Sandy Babcock	Academic Enhancement	2610 Sam Noble Parkway	Ardmore OK 73401	<a href="http://www.sotc.edu">www.sotc.edu</a> Career Connection	(580) 223-2070
University of Oklahoma		Career Services	900 Asp Ave. Sulte 323	Norman OK 73019	<a href="http://www.ou.joinhandsake.com/">www.ou.joinhandsake.com/</a>	(405) 325-1974