

Annual EEO Public File Report **KGGF-KUSN-KQQF-KGGF**

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: KGGF 690-Coffeyville, Kansas and KQQF- Coffeyville, Kansas, KUSN-Dearing, Kansas and KGGF 104.1-Fredonia, Kansas, 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 February 1, 2016 to and including January 31, 2017 (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 February 1, 2017 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 February 1, 2016 to January 31, 2017
 Station(s) comprising Station Employment Unit: KGGF KUSN KQQF KGGF

	Fulltime Positions Filled by Job Title and Date Filled and Number of Interviewees from All Sources for This Position	Recruitment Source of Hiree
	Morning News KGGF 4/18/16 5 of 19	Media/ Referral
	Account Executive (hired 2) 6/30/16 9/15/16 4 of 10	Referral Chamber Website
	KGGF Morning 1/4/17 5 of 17	Career Fair

Total Number of People Interviewed for All Job Positions: 14

Section 2 to
Annual EEO Public File Report – Recruitment Sources
During the Period from February 1, 2016 to January 31, 2017
Station(s) comprising Station Employment Unit: KGGF KUSN KQQF KGGF
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.	Word of Mouth	4 word of mouth	All Positions
2. Media	KGGF KUSN KQQF KGGF On Air Ads, John Leonard, 306 W 8 th Street. Coffeyville, KS 67337 620-251-3800 john@kggfradio.com	3 media	All Positions
	Examiner Enterprise, Classifieds, 4125 NE Nowata Rd, Bartlesville, OK 74006 FAX: 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, Rudy/Classifieds, 202 W. 4 th , Caney, KS 67333 FAX: 620-879-2855		All Positions
	Sunrise Reporter, Amity Hollenbaugh, 1200 SE Frank Phillips Blvd. Bartlesville, OK 74003 918-336-1001 amity@bartlesvillradio.com FAX: 918-336-6939		All Positions
3.	Job Fair: OAB	3 OAB Career Fair	All Positions
4. websites	Bartlesville Chamber of Commerce, 201 SW Keeler, Bartlesville, OK 74003 918-336- 8708 reception@bartlesville.com	1 Chamber website	All Positions
	Website: Oklahoma Association of Broadcasters, Nancy Struby, www.oabok.org		All Positions
	Website: Bartlesville Radio, Dorea Potter www.bartlesvillradio.com		All Positions
	Website: Kansas Association of Broadcasters		All Positions
	Indeed.com	1 Indeed	All Positions
	AllAccess.com	1 All Access	All Positions
5.	Internships/Return Employee/Promotion	1 Return/ Current	All Positions
6.	Walk ins		All Positions
7.	Organizations – see attached list		All Positions

Section 3 to
Annual EEO Public File Report – Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken During the Period from February 1, 2016 to January 30, 2017
Station(s) comprising Station Employment Unit: KGGF KUSN KQQF KGGF

1. KGGF-AM/FM, KUSN-FM and KQQF-FM held a booth at the Oklahoma Association of Broadcasters Career Fair on March 31, 2016. Several students were given an opportunity to interview for positions and one student from Cameron University was hired as Assistant News Director later in the year.
2. KGGF-AM/FM, KUSN-FM and KQQF-FM sponsored the SEK Home and Recreation Show on April 16, 2016 from 9am- 4pm at the Independence Community College–Campus West in Independence, Kansas. During this event this employment entity operated a booth where prospective employees could learn from our radio staff about various careers in broadcasting and specific opportunities within our radio group. In addition, employment applications were made available and distributed to interested persons. Station personnel that participated in this event included John Leonard, General Manager, Judi Alexander, Mike Kimmons and Janice Vineyard, Sales Representatives and News Director, Lance Allred.
3. Station Owner participated in Bartlesville High School Advisory Committee where the principal gathers community leaders for brainstorming sessions on opportunities for students. As a result, Sports Director Evan Fahrback talked to High School Seniors about opportunities in Sports Broadcasting.
4. This employment entity co-sponsored and participated in s Career Day at Field Kindley High School in Coffeyville, Kansas on October 14, 2016 from 8:30am- 2:00pm. At this event General Manager John Leonard spoke with students from 9th- 12th grades about careers in radio broadcasting as well as both full time opportunities upon graduation and current part-time positions at the radio stations. In addition applications were made available to those students over the age of 15 that expressed an interest in employment. John Leonard, General Manager participated in this event.
5. This employment entity participated in two internship programs during the period covered by this report. The first with Field Kindley High School in Coffeyville and the second with Coffeyville Community College in Coffeyville, Kansas. There was one student who participated in the internship program through Field Kindley High School. The student, Tanner Glenn had 50 minutes each school day at the radio stations from September 2016- January 2017. During his time at the radio stations the student received hands on training and experience in news gathering, writing and on-air news delivery. Although the student worked with numerous employees of the radio station, News Director, Debra Woodall was his staff supervisor. Although the intern was unpaid he did receive a grade and credit toward graduation through the high school's On The Job Training program.

One student also participated in the internship program through Coffeyville Community College at this employment entity. The student, Jared Sleppy worked 4- 6 hour per week at the radio stations primarily receiving training and hand-on experience in sports broadcasting, including reporting and play-by-play announcing. In addition to credit this student-intern was paid for his hours at the radio stations.

6. www.kggfradio.com- Notice of current openings and internship program, ongoing, kept current by General Manager – John Leonard

7. Attended EEO Training at OAB in Tulsa, Oklahoma and NAB training in Las Vegas, NV. Station Owner attended employment training at KAB in Wichita, KS and Business Manager also attended overtime rules training at the Radio Convention in Nashville, TN.

ADVISORY

Table with 4 columns: Name, Title, Organization, Address. Includes members like Mary Ann, Harold, Kevan, etc.

Word of Thanks

Table with 4 columns: Name, Title, Organization, Address. Includes members like Mary Ann, Harold, Kevan, etc.

POSTED DISTRIBUTION

Table with 4 columns: Name, Title, Organization, Address. Includes members like Mary Ann, Harold, Kevan, etc.

JOB BARRIS

Table with 4 columns: Name, Title, Organization, Address. Includes members like Mary Ann, Harold, Kevan, etc.

ORGANIZATION LISTINGS

Large table listing various organizations, their addresses, phone numbers, and websites. Includes entries for American Broadband School, Barton College, etc.

Ed	Taylor	Tuba Community College	949 S Boston MCK23	Tuba	74119 918-595-7217	pk202@tuba.cc.edu	
Kelley	Schall	Tuba Community College	949 S Boston	Tuba	OK	74119 918-595-7217	pk202@tuba.cc.edu
Patel	Schaller	Yuba Tech			OK	74119 918-595-7170	kat@tuba.cc.edu
Baker	Sevick	University of Central Oklahoma	100 University Blvd.	Edmond	OK	73034 405-974-3366	kat@tuba.cc.edu
Daniel	Shannon	University of Central Oklahoma	100 University Blvd.	Edmond	OK	73034 405-974-7792	kat@tuba.cc.edu
DeWitt	Shannon	University of Central Oklahoma	100 University Blvd.	Edmond	OK	73034 405-974-7792	kat@tuba.cc.edu
Kelley	Adams	University of Oklahoma	850 Van Vleet Oval	Norman	OK	73019 405-325-7211	kat@tuba.cc.edu
Kelley	Johnson	University of Oklahoma	850 Van Vleet Oval	Norman	OK	73019 405-325-7211	kat@tuba.cc.edu
Shelvi	Green	University of Oklahoma	600 Pop Ave, Ste 323	Norman	OK	73019 405-325-1974	kat@tuba.cc.edu
Mike	Alexander	University of Tulsa	600 Pop Ave	Tulsa	OK	74104 918-611-2549	kat@tuba.cc.edu
Personnel	Mills	University of Tulsa	600 Pop Ave	Tulsa	OK	74104 918-611-2549	kat@tuba.cc.edu
Donna	Director	Women in Communications	3221 S Kohn E Ave	Tulsa	OK	74134 918-651-2155	kat@tuba.cc.edu
Cheryl	Victorian	Walden Communications	PO Box 908	Tulsa	OK	74134 918-651-2155	kat@tuba.cc.edu
Dan	Haskins	Walden Communications	PO Box 908	Tulsa	OK	74134 918-651-2155	kat@tuba.cc.edu
	Clark	Jimino's Center for Broadcasting	530 S State Street	Bartlesville	OK	74006 918-332-8811 FAX 332-8811	kat@tuba.cc.edu
				Chicago	IL	60606 312-844-8007 FAX 312-844-8007	kat@tuba.cc.edu