### 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

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	Total Number of Interviewees	Full-time Positions for Which			
1.	Number, Contact Person) Word of Mouth	This Source Provided This Period	This Source Utilized			
2.	KGGF KUSN KQQF KGGF On Air Ads,	4 word of mouth	All Positions			
Media	John Leonard, 306 W 8th Street. Coffeyville.	3 media	All Positions			
Micuia	KS 67337 620-251-3800					
	john@kggfradio.com					
	Examiner Enterprise, Classifieds,		4 11 73			
	4125 NE Nowata Rd, Bartlesville, OK		All Positions			
	74006					
	FAX: 336-3111					
	Good News, Classifieds, 124 North State,		All Positions			
	Caney, KS 67333		An Fositions			
	FAX: 620-879-2264					
	Coffeyville Journal, PO Box 849,		All Positions			
	Coffeyville, KS 67337 FAX: 620-251-3300		7 11 1 031110125			
	Caney Chronicle, Rudy/Classifieds, 202 W.		All Positions			
	4th, Caney, KS 67333 FAX: 620-879-2855		7 H1 1 Obtions			
	Sunrise Reporter, Amity Hollenbaugh, 1200		All Positions			
	SE Frank Phillips Blvd. Bartlesville, OK					
	74003 918-336-1001					
	amity@bartlesvilleradio.com					
	FAX: 918-336-6939					
3.	Job Fair: OAB	3 OAB Career Fair	All Positions			
4.	Bartlesville Chamber of Commerce, 201 SW	1 Chamber website	All Positions			
websites	Keeler, Bartlesville, OK 74003 918-336-		·			
	8708 reception@bartlesville.com					
	Website: Oklahoma Association of		All Positions			
	Broadcasters, Nancy Struby, www.oabok.org					
	Website: Bartlesville Radio, Dorea Potter		All Positions			
	www.bartlesvilleradio.com					
	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 KQOF KGGF

- 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.
- 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 Fahrbach 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- 12<sup>th</sup> 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

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.

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