

Chickasaw Nation

# SCORE EEO Public File Report

KADA AM/FM-KYKC-KTLS-KXFC

Roger Harris



2019

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## **KADA, KYKC, KTLS, KXFC EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080c(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KADA-AM, KADA-FM, KYKC, KTLS, and KXFC and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning January 1, 2018 to and including December 31, 2018..

### ***The FCC’s 2002 EEO Rule requires that this Report contain 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 vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.208c(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy 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 initiatives undertaken pursuant to Section 73.2080c(2) of the FCC rules.

SCORE

***Annual EEO Public File Report***

For the period beginning 1/1/2019 and ending 12/31/2019

This report is not required if unit has fewer than five full-time employees

This report consists of:

Part 1	Station Information
Part 2	Recruitment sources/interviewees for each full-time vacancy
Part 3	Recruitment initiatives

Preparer: Roger Harris

Signature:

Title: General Manager

Date: January 22, 2019

Telephone: 580-332-1212

## Part 1

***This report covers the following employment unit:***

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
KADA	AM	33259	Ada	OK	No
KADA	FM	33498	Ada	OK	No
KYKC	FM	9941	Byng	OK	No
KTLS	FM	28053	Holdenville	OK	No
KXFC	FM	82533	Coalgate	OK	No

Attached in information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of 0 full-time vacancies were filled by the employment unit.

A total number of 0 persons were interviews for all the full-time vacancies.

## Part 2

### *Annual Public File Report*

This report covers full time (30 hours per week or more) for the period of January 1 2018 to December 31, 2018:

1) Employment unit: SCORE Broadcasting

2) Unit Members:

KADA-AM	Ada, OK
KADA-FM	Ada, OK
KYKC-FM	Byng, OK
KTLS-FM	Holdenville, OK
KXFC-FM	Coalgate, OK

3) EEO Contact Information:

Score Broadcasting/Chickasaw Nation

PO Box 609

Ada, OK 74820

(580) 332-1212

Fax: (580) 332-0128

e-Mail: [score@cableone.net](mailto:score@cableone.net)

Contact person: Roger Harris

4) List of all full-time job vacancies filled from employment unit during this period:

<u>Job Title</u>	<u>Recruitment Source</u>
None	None

## Part 3

### *Supplemental Recruitment Initiatives*

- Activity: Weekly on-air recruitment commercials.

Date: Each Week-12 months per year

On-Air: All stations in Employment Unit

Description and scope:

Station(s) air roughly 50 commercials each month all year, to promote listeners to investigate the Chickasaw Nations web site to search for openings within the entire company. The commercials describe the stations desire to recruit a broad diverse pool of applicants and that the stations are Equal Opportunity Employers.

- Activity: EEO letters sent to Minority schools and organizations:

Date: February 25<sup>th</sup>, 2019

Description: One page letter sent to over 50 minority schools and organizations outlining the Chickasaw Nations and it's radio stations commitment to recruiting minority applicants and promoting the Chickasaw Nations website to monitor job openings.

- Activity: OAB Annual Job Fair and Student Luncheon

Date: April 4<sup>th</sup> – April 5<sup>th</sup>

Host: Oklahoma Association of Broadcasters

Participating Personnel: Roger Harris

Description and scope of station participation: Worked in conjunction with the OAB to sponsor the annual Student Luncheon and Job Fair to promote the Chickasaw Nation and associated radio stations web site and minority recruitment policies adhered to by the Chickasaw Nation.

- Activity: EEO seminar

Date: March 5<sup>th</sup>, 2019Activity

Host: Oklahoma Association of Broadcasters

Participant: Roger Harris

Attended class conducted on EEO as part of the annual State convention of the Oklahoma Association of Broadcasters in Oklahoma City.

- Activity: EEO class

Activity: Lecturing to Mass Media Students

Date: February 6<sup>th</sup>, 2019

Host: East Central University

Participating Personnel: Roger Harris

Description and scope of station participation: Spoke in person to two different radio and advertising classes at local university and encouraged application process.

- Activity: Station Tour

Date: April 24th, 2019

Host: SCORE Broadcasting and Craig Stone

Participating Personnel: Craig Stone

Description and scope of station participation: Conducted tour of all five radio stations for local boy scout troop and parents.

- Activity: Internship with ECU Mass Communications major

Date: August – November 2018

Host: SCORE Broadcasting Radio Group

Description and scope of participation- Provided ECU student with intensive training program in all areas of station operation, including sales, programming, on-air, and EEO outreach.

Activity: Letter to minority organizations

Date: March, 2019

Description: Sent recruitment letters to over 35 minority organizations to encourage job applications with our company.

- Activity: Job Fair participation/sponsorship

Date: Tuesday, March 5th

Host: Carl Albert Service Center

Participant: Craig Stonecipher

Participated in a youth-oriented event where students were given the opportunity to learn and engage in the radio industry.

- Activity: School group Tour

Date: October, 2018 9

Participant: Roger Harris – Craig Stonecipher

Description – Two hour tour of the radio facilities with emphasis on EEO commitments and job applicants from minorities.

- Activity: Career Fair

Date: Thursday, July 18<sup>th</sup>

Carl Albert Service Center

Participant – Chickasaw Nation HR personnel, and Roger Harris, GM.

Participated in local “career fair,” hosted by our parent organization with emphasis on diversity in Hiring for Chickasaw citizens and other minority applicants.

- Activity: Career Fair

Date: Tuesday, October 22<sup>nd</sup>

Participant: Chickasaw Nation HR personnel and Roger Harris, GM

Participated in local “career fair” to recruit Chickasaw Citizens and other minorities.