

EEO Annual Report Appendix 3

Covering the period from February 1, 2020 to January 31, 2021

Stations comprising Station Employment Unit

KPNC-FM
KLOR-FM
KOKB-AM
KOSB-FM
KOKP-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment activities undertaken by:

KPNC-FM
KLOR-FM
KOKB-AM
KOSB-FM
KOKP-AM

Station(s) work closely with the Journalism School of Oklahoma State University keeping an open dialogue with educators and students about potential career opportunities with both the company and broadcasting in general. Currently we employ 6 students from Oklahoma State University.

Station(s) have established both paid and un-paid internship programs. Currently there are 4 college students employed by the stations on a part time basis. These employees also help spread the word to other potential hires on and around campus. In addition stations have had one intern both semesters from Oklahoma State University.

Station(s) did conduct tours of its studios during the year. Staff answered many questions about opportunities with in the company as well as broadcasting in general.

Both management and employees are always looking for new and better ways to seek employees for both full and part time work. The management and staff are very active in their communities and are always on the look out for potential applicants for rare full time openings.