

Annual EEO Public File Report **KWON-KYFM-KRIG-KPGM**

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: KWON-Bartlesville, OK and KYFM-Bartlesville, OK, KRIG-Nowata, OK, and KPGM-Pawhuska, OK, 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 January 31, 2024 to and including January 31, 2025 (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 January 29, 2025 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 January 31, 2024 to January 31, 2025
 Station(s) comprising Station Employment Unit: KWON-KYFM-KRIG-KPGM

Fulltime Positions Filled by Job Title and Date Filled and Number of Interviewees from All Sources for This Position	Recruitment Source of Hiree
Account Executive 5/30/24 1 of 17	Walk-In
Assistant Sports & Assistant News Director 7/14/24 3 of 19	Website
Account Executive 1/2/25 4 of 20	Media Advertisement
Assistant Sports & Assistant News Director 1/13/25 4 of 14	Indeed.com

Total Number of People Interviewed for All Job Positions: 12

Section 2 to
Annual EEO Public File Report – Recruitment Sources
During the Period from January 31, 2024 to January 31, 2025
Station(s) comprising Station Employment Unit: KWON-KYFM-KRIG-KPGM
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. Media	KWON-KYFM-KRIG-KPGM On Air Ads, Tina Romine, 1200 SE Frank Phillips Blvd. Bartlesville, OK 74003 918-336-1001 tina@bartlesvilleradio.com	4 Media Advertisement	All Positions
			All Positions
			All Positions
			All Positions
2.	Sunrise Reporter, Amity Davidson, 1200 SE Frank Phillips Blvd. Bartlesville, OK 74003 918-336-1001 amity@bartlesvilleradio.com		All Positions
3.	Word of Mouth	3 Word of Mouth	All Positions
4.	Walk ins	1 Walk-In	All Positions
5. websites	Bartlesville Chamber of Commerce, 201 SW Keeler, Bartlesville, OK 74003 918-336-8708 reception@bartlesville.com		All Positions
	Website: Oklahoma Association of Broadcasters, Nancy Struby, www.oabok.org		All Positions
	Website: Bartlesville Radio, Dorea Potter www.bartlesvilleradio.com	1 Website	All Positions
	Other Websites: BEOA-linked to OAB, online contact www.careerpage@nab.org , Indeed, STAA	2 Indeed.com 1 STAA	All Positions
	AllAccess.com		
6.	Job Fair: OAB/Coffeyville Community College		All Positions
7.	Organizations – see attached list Workforce Oklahoma		All Positions
8.	Internships/Return Employee/Promotion		All Positions
9.	Educational Institution		All Positions

Section 3 to
Annual EEO Public File Report – Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken During the Period from January 31, 2024 to January 31, 2025
Station(s) comprising Station Employment Unit: KWON-KYFM-KRIG-KPGM

1 – Job Fairs:

Hosted Job Fair at Business & Home Show: Station Manager-Kevin Potter, Operations Manager- Evan Fahrbach, VP of Operations-Kaleb Potter, Sales Manager-Tami Brinkman, Business Manager-Dorea Potter and several sales staff members met with the public and future employment opportunities. March 22-23, 2024

OAB/OBEA Student Day Career Fair: Manager-Kaleb Potter, Manager-Dorea Potter, Executive Assistant-Tina Romine, Office Manager-Dawn Vieregge and Operations Manager-Evan Fahrbach attended April 4, 2024.

Tri County Tech Career Fair: Operations Manager-Evan Fahrbach, Sales Manager-Tami Brinkman, and Business Manager-Dorea Potter attended March 28, 2024.

Delaware Tribe of Indians Job Fair: Operations Manager-Evan Fahrbach, Sales Associate-Jason Anderson, General Manager-Kevin Potter and Business Manager-Dorea Potter attended April 9, 2024.

2024 College & Career Fair: Executive Assistant-Tina Romine & Office Manager-Dawn Vieregge attended the at Labette County High School in Altamont, KS by Independence Community College Rural Outreach Education Team attended November 6, 2024

2- Scholarship:

Awarded 1 Scholarship during the Bartlesville High School Awards Assembly – VP Kaleb Potter presented the award – May 2024.

Awarded 56 Scholarships to Bartlesville, Dewey, Oklahoma Union, Pawhuska, Caney Valley Ramona, Copan, Nowata, Barnsdall, Wesleyan Christian and South Coffeyville Students.

Hosted Night of Scholars and Champions awarding more than \$70,000 in scholarships and prizes to 50 students over 11 area schools. May 7, 2024

3 – Internships:

www.bartlesvillerradio.com - Notice of internship program, ongoing, kept current by Operations Manager, Evan Fahrbach

Hosted 3 Summer Interns from Bartlesville High School and Local Home School Group facilitated by Operations Manager – Evan Fahrbach and various staff members – May to August 2024

Hosted 1 Intern from Coffeyville Community College facilitated by Business Manager, Dorea Potter and Executive Assistant, Tina Romine May 2024 to Current.

4- Hosted Station Tours:

Hosted 10 schools for Class Day Spring Tours 3/16, 3/30, 4/6, 4/13, 4/20, 4/27, 5/4,. Senior students came tour the studios and went on air to recognize their senior classmates. It's a practical experience where they announce songs/remember when/and honors of their fellow classmates for an afternoon.

5 – Employment Seminars/Training:

Executive Assistant-Tina Romine, Intern-Kenna Romine and Office Manager-Dawn Vieregge attended the Management Session “FCC Update” with David Oxenford seminar sponsored by the Kansas Association of Broadcasters 10/21/24

Sales Manager-Tami Brinkman & Sports Director-Evan Fahrbach attended Inspiring Leadership HR Workshop 8/13/24

Business Manager-Dorea Potter attended People Management/HR Basics Track by Bartlesville Chamber of Commerce 8/28/24 & 10/30/2024

Business Manager-Dorea Potter attended HR Hot Topic: Hiring for Culture Fit & Culture Add by Bartlesville Chamber of Commerce. 11/20/24

Business Manager-Dorea Potter, Executive Assistant-Tina Romine and Office Manager-Dawn Vieregge attended “Legal & Regulatory Q&A and Washington Update” at Oklahoma Association of Broadcasters 4/4/24

MEDIA ADS:

Tom	Davis	KWON-KYFM-KRIG-KPGM	1200 SE Frank Phillips Bartlesville OK	74003 918-336-1001	tom@bartlesvilleradio.com	918-336-6939
Amity	Davidson	KWON-KYFM-KRIG-KPGM	1200 SE Frank Phillips Bartlesville OK	74003 918-336-1001	amity@bartlesvilleradio.com	
Sharon		KWON-KYFM-KRIG-KPGM	1200 SE Frank Phillips Bartlesville OK	74003 918-336-1001	amity@bartlesvilleradio.com	
T Green	in Classifieds	Bartlesville Examiner-Enterprise	415 NE Nowata Rd Bartlesville OK	74006 FAX: 918-335-3111		
Emalee	Classifieds	Caney Chronicle	202 W 4th Caney KS	67333 FAX: 620-879-2855	chronicle@taylornews.org	
	Editor	Montgomery Chronicle		620-331-9178		Email:chronicle@taylornews.org
	Word of Mouth:	Inter-State Farm and Home Show				

Walk-in

SUNRISE REPORTER

Amity	Davidson	1200 SE Frank Phillips Blvd	Bartlesville OK	74003 918-336-1001	amity@bartlesvilleradio.com	918-336-6939
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POSTED DISTRIBUTION

KWON KYFM KRIG	(post & on air)	1200 SE Frank Phillips Blvd	Bartlesville OK	74003 918-336-1001	amity@bartlesvilleradio.com	918-336-6939
KPGM	(post & on air)	West Main	Pawhuska OK	FAX: 918-287-1473		
Our website		www.bartlesvilleradio.com				

JOB BANKS

OAB	https://oabok.org/	405-848-0771	tina@bartlesvilleradio.com	KwonKyfmKrigKpgm
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Job Fair
National Alliance of State Broadcasters Assn Careers
All Access www.allaccess.com
Oklahoma State University <https://okstate.12twenty.com/hire>
OBU <http://okbu-csm.symplicity.com/employers/index.php>
Express Personnel Services
Tulsa Tech [Sign in \(symplicity.com\)](http://www.signin.com)
Indeed www.indeed.com
OKJobMatch.com <https://okjobmatch.com/ada/r/employer>
staatalent.com **this is for Sports Related Positions Only**
College Central Job Match <https://www.collegecentral.com/okccjobs>
Cameron Univesity <https://www.collegecentral.com/cameron/Employer.cfm>

Workforce Oklahoma-posts on okjobmatch.com

Handshake https://app.joinhandshake.com/login?_ga=2.102769536.1606626231.1677858861.55262618.1677858861

Tulsa Community College	Career Services Harde	Golden OpporTunities Handshake	800 South Tucker Driv	careerhelp@utulsa.edu	918-631-2549	Sheri	Alexander
*University of Tulsa		https://support.joinhandshake.com/hc/en-us/articles/115011431228-Getting-Started-With-Handshake-Employers					
*University of Central Oklahoma		https://www.collegecentral.com/rose					
*Rose College							
*Pittsburg State University							
*RSU							
*Emporia State University							
*Lanston Universtiy							
*ORU							
*Northeastern State University							

ORGANIZATION LISTINGS

Alan	Burton	SE OSU	1405 N 4th	Durant OK	74701-0 580-745-2270	aburton@se.edu
Lynette	Gibson	Oklahoma City University	2501 N Blackwelder	Oklahoma OK	73106 405-744-6354	agibson@okcu.edu
Scott	Key	Southern Nazarene University	6729 NW 39th Express	Bethany OK	73008 405-491-6684	career@snu.edu
Larry	Hughes	Cherokee Nation-Human Resources	PO Box 948	Tahlequah OK	74465 918-453-5050	career-services-dept@cherokee.org
Christina	Burr	Handicapped Concerns Office	2712 Villa Prom	Oklahoma OK	73107-2 405-521-3756	cconfer@jbu.edu
Donna	Clark	Illinois Center for Broadcasting	530 S State Street	Chicago IL	60605 312-884-8000 FAX 312	dclark@BeOnAir.com
Career Services		Northwestern State University	709 Oklahoma Blvd	Alva OK	73717 405-420-8324	freema22@nsuok.edu
Andy	Brunner	Oklahoma City University	2501 N Blackwelder	Oklahoma OK	73106 405-744-6354	gmbrunner@okcu.edu
Lisa	Lippert	Oklahoma City Community College	7777 S May Ave	Oklahoma OK	73159 405-982-1611	gwin@lippertmedia.com

	Holderby	Bacone College	2299 Bacone Rd	Muskogee	OK	74033	918-683-4581	holderbyk@bacone.edu
		Oklahoma State University	206 Paul Miller Bldg	Stillwater	OK	74078	405-744-8282	jack.hodgson@okstate.edu
J	Cain	Rose State University	6420 SE 15th St	Midwest Ci	OK	73110		jcain@rose.edu
BHS	Freeman	Bartlesville Women's Network	PO Box 417	Bartlesville	OK	74005		jmgfree@yahoo.com
David	Adams	University of Oklahoma	860 Van Vleet Oval	Norman	OK	73019	405-325-2721	kadams@ou.edu
Personnel	Gould	OESC	PO Box 1467	Ardmore	OK			Kenneth.gould@oesc.state.ok.us
Rebekah	Flannigan	Langston Univ-Dept of Communicatio	PO Box 907	Langston	OK	73050	405-466-2231	kjflannigan@langston.edu
Career Coordinator	Jurney	Oklahoma Christian University	PO Box 11000	Oklahoma	OK	73136	405-425-6000	larry.jurney@oc.edu
Don	Henson	Futures for Tomorrow	200 Acro Pl #103 Ste 2	Independen	OK	67301	620-332-1226	lhenson@futuresfortomorrow.net
Gwin	Martin	Oklahoma City University	2501 N Blackwelder	Oklahoma	OK	73106	405-521-5171	lmartin@okcu.edu
Savannah	Hayman	Rogers State University		Bartlesville	OK			shayman@rsu.edu
Marilyn	Confer	John Brown University	2000 W University	Siloam Spri	AR			marilyn.burr@ohc.state.ok.us
Gill	Piper	Okahoma Wesleyan University	2201 Silver Lake Rd	Bartlesville	OK	74006	918-335-6249	mpiper@okwu.edu
		OK Office of Handicapped Concerns	2401 NW 23rd Ste 90	Oklahoma	OK	73107	405-521-3756	odc@odc.ok.gov
Chris	Ruckman	John Brown University	2000 W University	Siloam Spri	AR			ruckman@jbu.edu
Julie	Riley	Cameron University	2800 W Gore	Lawton	OK	73505	580-581-2472	triley@cameron.edu
Staci	Cockrell	American Broadcasting School	4511 SE 29th St	Oklahoma	OK	73115	405-672-6511	staci@radioschool.com
Kimberlee	Bills	Metro Technology Centers	1600 Springlake Dr	Oklahoma	OK	73111	405-595-4804	
Kindle	Counselors	Bartlesville High School	1700 Hillcrest Dr	Bartlesville	OK	74006	918-337-6226	
Alana	Ketcher	Cherokee Nation	PO Box 948	Tahlequah	OK	74465	918-458-6165	
Jennifer	Mitchell	East Central University	1100 E 14th	Ada	OK	74520	580-559-5897	
Stephanie	Beaver	Muscogee Creek Nation	PO Box 580	Okmulgee	OK	74447	918-756-8700	
Chief Pery		Northern Oklahoma College	PO Box 310	Tonkawa	OK	74653	580-628-6446	
	Portman	NSU-BA Campus	3100 E. New Orleans	Broken Arr	OK	74014	918-449-6248 or ext. 6248	
Regina	Director	Oaks Indian Center	PO Box 130	Oaks	OK	74358	918-868-2196	
Ken	Shepherd	OK Assoc of Black Journalists	17112 Sunny Hollow	Edmond	OK	73012		
Ronald	Career Services	Oklahoma Baptist University	500 W University	Shawnee	OK	74804		
Larry	Gower	Oklahoma Christian University	PO Box 11000	Oklahoma	OK	73136	405-425-6000	
Jack	Smeyak	OSU-School of Journalism	2055 Paul Mill Bldg	Stillwater	OK	74078	405-744-5993	
Paut	Services	OSU-Tulsa	700 N Greenwood	Tulsa	OK	74106	918-594-8208	
Career	Smith	Okahoma State Univ-OKC	900 N Portland	Oklahoma	OK	73107	405-945-8680	
Marci	Director	Osage Nation	1333 Grandview	Pawhuska	OK	74056	918-287-2495	
Personnel	Moore	Osage National/Education	1333 Grandview	Pawhuska	OK	74056		
Ted	Weber	Resonance	1608 South Elwood Av	Tulsa	OK	74119	918-587-3888	
		Rogers State University	1701 W Will Rogers Bl	Claremore	OK	74017	918-343-7670	
Connie		RSU Public Television	1701 W Will Rogers Bl	Claremore	OK	74017	918-510-8397	
Mirian	Johnson	Tri County Technology Center	Nowata Rd	Bartlesville	OK	74006	918-333-6979 918-331-3257	
Mike	Director	Women in Communications	3221 S 140th E Ave	Tulsa	OK	74134	918-663-2155	
Personnel	Victorian	Workforce Comanche Nation	PO Box 908	Lawton	OK	73502		