

Chickasaw Nation

# SCORE EEO Public File Report

KADA AM/FM-KYKC-KTLS-KXFC

Roger Harris



2015

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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, 2014 to and including December 31, 2015..

### ***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.

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## ***Annual EEO Public File Report***

For the period beginning 1/1/2014 and ending 12/31/2015\*

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 4, 2016

Telephone: 580-332-1212

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\* This report, which usually covers the prior 12-month period, is to be placed in each station's public file and web site (if applicable) every year on the anniversary of the due date of the station's renewal application. The initial reporting period is from March 10, 2003, to the station's renewal filing deadline.

## 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 2014 to December 31, 2015:

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

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## Part 3

### *Supplemental Recruitment Initiatives*

Activity: Annual Job Fair

Date: January 5<sup>th</sup>, 2015  
Host: The Chickasaw Nation  
Participating Personnel: Roger Harris

Description and scope of station participation: Worked in conjunction with Chickasaw Nation Human Resources Department to encourage applying with all businesses owned by the Chickasaw Nation.

Activity: EEO seminar

Date: March 28, 2014  
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: April and September, 2015  
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: September 5, 2015  
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: On-Air Recruitment

Date: Every day of the year  
Host: SCORE Broadcasting Radio Group

Description and scope of station participation: 60 commercials per month per station to encourage applicants and drive interested parties to stations' web sites to apply and develop a pool of applicants.

Activity: Internship with ECU Mass Comm major

Date: January-March 2015

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: January, 2015

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

Activity: Job Shadow activity

Date: 4 weeks in the summer of 2015

Description: Job shadow opportunity for Chickasaw Nation student, that included a week's worth of job shadow activities throughout the entire operation of the station.

Activity: EEO related Internship.

Date: 8 weeks in the spring of 2015

Established an internship with East Central University specifically for the purpose of recruiting a minority-status intern participant.

Included training in all aspects of the radio business and our facility, and encouragement in applying for positions.

Activity: Job Fair participation.

Date: September 8, 2015

Host: Chickasaw Community 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: September 23<sup>rd</sup>, 2015.

Participant: Roger Harris – Craig Stonecipher

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