

**STILLWATER RADIO  
KSPI-AM/FM – KGFY - KVRO  
Stillwater, Oklahoma**

**EEO REPORTING  
February 1, 2021 – January 31, 2022**

KSPI-AM, KSPI-FM, KGFY, KVRO; Stillwater, Ok

All four (4) stations are combined in a sole operation configuration and thus are a single employment unit.

**Responsibilities of Management/Enforcement/Dissemination of EEO Policies**

Debra MacGillivray, Market Manager of Stillwater Radio, has overall responsibility of hiring and of enforcing all EEO policies and to continually review our employment unit's performance and adherence to the Commission's EEO rules.

All current employees have been advised of our stations' EEO policies and have received a written copy of same. Future employees will be advised of our EEO policies during the interview process. Employees have been encouraged to advise their immediate supervisor of any complaints they may have of prejudice or discrimination in the workplace.

**Analysis of EEO Recruitment Programs/ Effectiveness/Pay/Benefit/Promotion and Selection Techniques**

Stillwater Radio, constantly analyzes its EEO Recruitment Program and to its effectiveness and outreach. Our pay and benefit plans are equitable for each appropriate position, and we attest that Stillwater Radio, does not discriminate in hiring or promotion on the basis of sex, age, race or nationality. Our policy is to afford the opportunity for employment to all qualified persons.

**LIST OF ALL FULL-TIME VACANCIES FILLED FOR THE  
PERIOD  
February 1, 2021 – January 31, 2022**

<u>Position</u>	<u>Date Hired</u>	<u>Source of Hire</u>
Administrative	05/03/2021	Former Employee
Account Executive	07/19/2021	Indeed.com
Program	07/28/2021	Stillwaterradio.net
Account Executive	09/22/2021	Indeed.com

Four (4) full-time employees hired during this EEO reporting period.

## YEARLY TOTAL NUMBER OF INTERVIEWS

### TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

<b>Total Number of interviews for full time vacancies</b>	<b>17</b>
Stillwater Radio Former Employee	1
Stillwater Radio on Air Ad	
<a href="http://www.stillwaterradio.net">www.stillwaterradio.net</a>	13
Oklahoma Association of Broadcasters	
Allaccess.com	
Indeed.com	3
RAB.com	

## LIST OF RECRUITMENT SOURCES USED FOR JOB VACANCIES

Oklahoma State University 370 Student Union Stillwater, OK 74078 <a href="mailto:careers@okstate.edu">careers@okstate.edu</a>	Pam Ehlers 405-744-5253
Oklahoma State University School of Business	Linda Stone 405-744-5192
Oklahoma Association of Broadcasters 6520 N. Western Oklahoma City, OK 73116	Nancy Struby 405-848-0771
Stillwater Radio On-Air Ad	Paul Johnson, GM Deb MacGillivray, DOS 405-372-7800
Allaccess.com  <a href="http://www.stillwaterradio.net">www.stillwaterradio.net</a>	website  Station Internet/On Air
Workforce Oklahoma	
Otoe-Missouria Tribe 8151 Highway 177 Red Rock, OK 74651	Human Resource Dept.
Pawnee Tribe of Oklahoma PO Box 470 Pawnee, OK 74058	Human Resource Dept.
Iowa Tribe of Oklahoma Route 1, Box 721 Perkins, OK 74059	Human Resource Dept.
Langston University 222 Page Hall PO Box 1205 Langston, OK 73050	Human Resource Dept. (405) 466-2231
Pawnee College 861 Little Dee Drive Pawnee, OK 74058	Human Resources Dept. (918) 762-3343
Northern Oklahoma College Stillwater Campus 1118 West Hall of Fame Stillwater, OK 74076	Human Resources Dept. (405) 744-2246

## List Of Recruitment Sources (Continued)

HireOSU.org	website
Indeed.com	website( Shawn Toomey)
RAB.com	website (J Hetherington)
Media Recruiter	website (Art Scott)
ZipRecruiter.com	website
Inside Radio.com	website (Gene McKay)
Media Staffing	Patty Kincaid, VP,GM (602) 971-9382

## COMMUNITY GROUPS/ORGANIZATIONS NOTIFIED

NAACP  
Ardmore Branch Unit #6148  
PO Box 5121  
Ardmore, OK 73403

Human Resource Dept.

Stillwater Chamber of Commerce  
409 S. Main Street  
Stillwater, OK 74074

Rachel Burnett  
405-372-5573

**SUPPLEMENTAL OUTREACH INITIATIVES**  
**February 1, 2021 – January 31, 2022**  
**KSPI-AM/FM – KGFY - KVRO**  
**STILLWATER, OK**

1st Initiative

Sponsored “Women’s Night Out”  
Thursday, February 13, 2020, 5pm – 8pm  
with other area businesses. The event was  
held at Payne County Expo Center with  
various businesses in our region. Our  
employment unit provided information  
about the broadcast industry for interested  
participants. Station personnel were on-  
hand throughout this event to answer  
questions of any job seekers to the  
broadcast industry.

2<sup>nd</sup> Initiative

Co-sponsored the “OSU Mock Interview”  
Career Fair, February 17, 2020 at  
Gallagher-Iba Arena. Throughout this  
career fair, Stillwater Employees discussed  
Broadcasting in length and answered  
questions.

3rd Initiative

Stillwater Radio attended the IHIRE OSU  
Career Fair, February 26, 2020, held at  
Gallagher-Iba Arena. . Stillwater Radio  
employees, during this fair, discussed the  
broadcast industry at length, offered  
applications and answered questions  
students had regarding radio media.

In continuing with our supplemental  
outreach initiative, Paul Johnson, General  
Manager, Stillwater Radio, was scheduled  
to give an oral presentation to OSU  
Advertising and Sales Marketing class,  
during November 2020 but was cancelled  
due to COVID-19.

Although Stillwater Radio continues with  
our supplemental outreach to area colleges  
to post internship openings for broadcast  
and journalism departments, we had no  
intern recruitment this EEO period. We  
will continue offering internships for the

Spring/Summer 2021 and Fall/Winter 2021  
Semesters.