

This EEO Public File report is filed in Stations KICM FM, KHKC FM, KZRC FM, KZIG FM operating under the company of Keystone Broadcasting Inc, public inspection file pursuant to Section 73.2080©(6) of the Federal Communications Commission's ("FCC") rules. This report prepared by Bill Countryman and placed into the Public File on February 1st, 2020.

During the twelve month period beginning February 1, 2019 and ending on January 31, 2020, the company filled the following full-time vacancies:

0- Full Time Account Executive, 2-Fulltime On-Air

The stations interviewed a total of 6 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Inquiries /Interviewees Referred</u>
American Broadcasting School	3
Professional	0
Murray State College	0
Southeastern OK State University	2
Oklahoma Association of Broadcasters	7
Pauls Valley Chamber Job Fair	0
Lone Grove Schools	0
Professional- Chris Maytubby, Choctaw Nation	0
Workforce Oklahoma	0
First Baptist Church Ardmore	1
	TOTAL

Attachment A & B contains the following information for each vacancy:

- The recruitment source used to fill each vacancy, identified by name, address, contact person and telephone number.
- The recruitment source that referred the hiree for each full vacancy

- The total number of persons interviewed for each full-time vacancy,
- The total number of interviewees referred by each recruitment source used in connection with each vacancy,

ATTACHMENT A

1. ACCOUNT EXECUTIVES:

No Account Executive were hired during the 2019 posting period,

0 individuals were interviewed for these positions;

Recruitment Sources

Positions were posted with the following recruitment sources:

<u>Recruitment Source</u>	<u>Address/Contact/Tele.</u>	<u>Total of applications</u>
American Broadcasting School	4511 SE 29th St, Oklahoma City, OK 73115 Phone:(405) 672-6511,	0
Southeastern OK University	Kay Barber 1405 N 4th Ave, Durant, OK 74701 Station A, Durant, OK 74701 (580) 745-2000	0
Murray State College	1 Murray Campus, Tishomingo OK 580-371-2371	0
Oklahoma Assoc. of Broadcasters 6520 N. Western, #104 Oklahoma City, OK 73116 Nancy Struby 405-858-0771		0
Pauls Valley Chamber Job Fair Sept. 11, 2015	112 E Paul Ave, Pauls Valley, OK 73075 Sherri Wing 405/238-6491	0
Workforce Oklahoma	P.O. Box 1467, Ardmore, OK 73402 580-223-3291, Beth Murrah-Patterson	0

ATTACHMENT B

1. On Air Staff: Posting for positions maintained during time of opening.

Two (2) On Air Staff was hired during the 2019 posting period:

Recruitment Source of Hiree #1:

Oklahoma Association of Broadcasters

Three (3) individuals were interviewed for this position;

Eight (8) applications received.

Recruitment Source of Hiree #2:

First Baptist Church Ardmore / OAB

Three (3) individuals were interviewed for this position;

Five (5) applications received.

Positions were posted with the following recruitment sources:

<u>Recruitment Source</u>	<u>Address/Contact/Tele.</u>	<u>Total of applications</u>
American Broadcasting School 4511 SE 29th St, Oklahoma City, OK 73115 Phone:(405) 672-6511		3
Murray State College	1 Murray Campus, Tishomingo, OK 580-371-2371	0
Oklahoma Assoc. of Broadcasters	6520 N. Western, #104 Oklahoma City, OK 73116 Nancy Struby 405-858-0771	7
Southeastern OK State Univ. Dell McClain	1405 N 4th Ave, Durant, OK 74701 Station A, Durant, OK 74701 (580) 745-2000	2
Workforce Oklahoma	P.O. Box 1467, Ardmore, OK 73402 Beth Murrah Patterson 580-223-3291	0
First Baptist Church	225 1 st Ave. SW, Ardmore, OK 73401	1

Job / Career Fair-On April 4, 2019 the Oklahoma Association of Broadcasters hosted an Education Foundation College Student Career Fair at the River Spirit Casino in Tulsa, OK. There were 161 college students in attendance for the Career Fair representing Oklahoma colleges and universities. Students from the following colleges were in attendance: East Central Univ., Langston Univ., Northern Oklahoma College, Northwestern Oklahoma State Univ., Oklahoma Baptist Univ., Oklahoma Christian Univ., Oklahoma City Community College, Oklahoma City University, Oklahoma State University, Rogers State University, University of Central Oklahoma, and the University of Oklahoma. Bill Countryman, General Manager for Keystone Broadcasting consisting of KICM, KHKC, KZRC, KZIG was in attendance representing the radio broadcast stations. Bill spoke with many students and received numerous applications from students pursuing careers in the On-Air side of radio broadcasting.

OETA & OBEA Student Seminar-sponsored by the Oklahoma Assoc of Broadcasters, Wednesday October 9th, 2019 at the Vineyard Center at the OETA offices in Oklahoma City. There were broadcast major students from Oklahoma University, Oklahoma State University, University of Central Oklahoma, Northwestern Oklahoma State University, Southeastern Oklahoma State University, and Oklahoma City University in attendance. Bill Countryman represented Keystone Broadcasting and was the guest speaker /panelist for the 10:00AM-11:00AM Session 2. Bill Countryman discussed the significance of LIVE Video streaming and it's role within small market radio. Bill explained to the students how this industry knowledge and the technology would prepare the students and give an edge in the broadcast job market, how to stream the equipment and operations of streaming.