

The purpose of this 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 following stations, which collectively form a single station employment group or unit for EEO Rules. 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, 2021.

During the twelve month period beginning February 1, 2020 and ending on January 31, 2021, the company filled the following full-time vacancies.

- A list of all full-time vacancies filled by the Station(s) during the Applicable time period. **NONE**
- For each vacancy, the recruitment source utilized to fill the vacancy including any sources that have asked to receive information from the stations about any possible job openings. **NONE**
- The Recruitment source that referred the Hiree for each full-time vacancy filled during the applicable period. **NONE**
- Total data of applications received and or total number of persons interviewed during the period for full-time vacancies. **NONE**
- A list of the community outreach activities not directly connected to or related to the job openings or positions available, contacted by the stations during the applicable period.

EEO 2020-(0) Full Time Account Executive hired, (0) Fulltime On-Air hired

Following are recruitment sources / posting locations:

<u>Recruitment Source</u>	<u>Address/Contact/Tele.</u>	<u>Total of applications received</u>
American Broadcasting School	4511 SE 29th St, Oklahoma City, OK 73115 Phone: (405) 672-6511, dc@radioschool.com	3
East Central University	Chris Shofner cshofner@ecok.edu	0
Southeastern OK University	Kay Barber 1405 N 4th Ave, Durant, OK 74701 Station A, Durant, OK 74701 (580) 745-2000	0
Career Builder	careerbuilder.com	0
Cameron University	Jacob Johnson, student_development@cameron.edu Career Services / Jobs posting	0
Oklahoma Assoc. of Broadcasters	6520 N. Western, #104 Oklahoma City, OK 73116 Nancy Struby 405-858-0771	4
Pauls Valley Chamber Job Fair	112 E Paul Ave, Pauls Valley, OK 73075	0

405/238-6491

Workforce Oklahoma	P.O. Box 1467, Ardmore, OK 73402 580-223-3291, Beth Murrah-Patterson	0
Murray State College	1 Murray Campus, Tishomingo, OK	0
Northeastern State University	Gayle Anderson, Anderson@nsuok.edu	0
Southeastern OK State Univ.	Dell McClain 1405 N 4th Ave, Durant, OK 74701 Station A, Durant, OK 74701 (580) 745-2000	0
First Baptist Church	225 1 st Ave. SW, Ardmore, OK 73401	0
Southwestern OK State	Tiffany Hawkins, tiffany.hawkins@swosu.edu	0
Rodgers State Univ.	Kim Lopez, hirehillcats@rsu.edu	0
All Access	allaccess.com	0
Indeed	indeed.com	0

Job / Career Fair-On Wednesday February 26th, 2020 the Choctaw Nation of Oklahoma hosted a job Fair at the Southeast Expo Center in McAlester Oklahoma from 10AM-2PM. The Career Expo featured an opportunity for job seekers and students to connect with over 100 employers. Job Fair hosted by the Choctaw Nation, open to the public who may be looking for a career opportunity in Marketing and Media and other business organizations. Keystone Broadcasting promoted this job Fair on its radio station KZRC 96.1 FM, KHKC 102.1 FM and KZIG 107.5 FM with an advertising schedule. Bill Countryman participated in the job fair with a booth representing Keystone Broadcasting. Bill met with and talked with numerous students discussing the jobs within the radio stations, responsibilities, what is expected of them with a career in radio. Accepted resumes, and visited with professors of several universities that were also in attendance.

2nd Qtr 2020-April 2nd, 2020 a Job Fair hosted by Southern Oklahoma Technology Center in Ardmore, OK. Keystone Broadcasting had a booth at the SOTC facility accepting applications for all positions including Online Digital technology. There were 81 students in attendance. One of the courses that SOTC offers is Arts Audio / Video Technology and Communications and Graphic Design. Bill Talked with students about Keystone Broadcasting and the stations' need of graphic design for the LIVE Video streaming the stations were involved with. Bill Countryman was the Keystone Broadcasting HR contact staff involved.

EEO Statement: We are always attempting to improve our recruitment measures in our efforts to recruit, and hire and promote current employees and staff by identifying and evaluating any issues while abiding by EEO rules and guidelines.

- All new employees or potential prospects are notified of EEO Rules.
- We are a small radio broadcasting company / unit. But review and monitor pay for all employees to ensure they are fair and equal. Review pay rates and fringe benefits having the same duties, and eliminate any inequities based upon race, national origin, color, religion, age, or sex.
- Review to ensure that all job postings will contain non-indication either explicit or implicit of a preference for one race, national origin, color, religion, age, or sex discrimination.
- Annual training, job postings, reviews performed by Bill Countryman