

Chickasaw Nation

SCORE EEO Public File Report

KADA AM/FM-KYKC-KTLS-KXFC

Roger Harris



2023

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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 2021 to and including January 2022.

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.

SCORE

Annual EEO Public File Report

For the period beginning 2/01/2023 and ending 01/31/2024

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 31,2024

Telephone: 580-332-1212

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 from Feb. 1, 2023 to January 31, 2024 :

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@scoreradio.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

Part 3

Supplemental Recruitment Initiatives

- Activity: Weekly on-air recruitment commercials.

Date: Each Week-12 months per year

On-Air: All stations in Employment Unit

Description and scope:

Station(s) air roughly 50 commercials each month all year, to promote listeners to investigate the Chickasaw Nation (or parent company) web site to search for openings within the entire company including the SCORE Radio stations. The commercials describe the stations desire to recruit a broad diverse pool of applicants and that the stations are Equal Opportunity Employers. The commercials air in diverse time periods, every day of the week.

- Activity – Speaking engagement – East Central University Mass media Class

Date: Thursday, October 26th, 2023

Description: Lecture to Mass media Class about employment in the radio industry, and opportunities available to minority applicants and the ownership of the radio group by a minority owner, an Indian tribe.

- Activity: EEO letters sent to Minority schools and organizations:

Date: April 15th, 2023

Description: One page letter sent to over 50 minority schools and organizations outlining the Chickasaw Nations and it's radio stations commitment to recruiting minority applicants and promoting the Chickasaw Nations website to monitor job openings.

- Activity – Chickasaw Nation Career Connection event –

Date: June 28th, 2023 – 10am to 4pm

Description: A “direct hire” event hosted by the Chickasaw Nation (Parent company) to recruit and potentially hire employees.

Participant – Roger Harris

- Activity: Special NAB Zoom Meeting Offering

Date: November 13th, 2023

Description – Special Zoom seminar on “Human Resources and Diversity, Equity and Inclusion”.

Participant – Roger Harris (Also an NAB Board member)

- Activity: Nation Association of Broadcasters conference-Las Vegas

Date: Sunday, April 16th

Description – NAB Diversity Forum – Conference session to discuss ways to improve diversity in the workplace.

Participant – Roger Harris – GM

- Activity: Howdy Days – East central University

Date: August 23, 2023

Participant – Craig Stone and Candy Matthews

Description – Outside “carnival/fair” by the local Regional University to welcome back students coming back to school in the fall. The SCORE studios set up a live broadcast to showcase our facilities to students and to promote our minority ownership and discuss employment opportunities.

- Internship minority recruitment – Successfully recruited a minority applicant (Chantell Brown) to handle as contract labor video streaming services for local sports events on the stations websites. This recruitment resulted in a contract labor agreement

- Activity: Oklahoma Association of Broadcasters Annual Job Fair

Date: March 30th, 2023

Description – Annual job Fair consisting of participation by local and regional colleges and Universities in learning about job opportunities in the industry with a focus on minority recruitment.

Participant: Roger Harris – G.M.