

**KOSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER EEO Public File Report
Covering the period of February 1, 2025 to January 31, 2026: Station KOSU-FM, Stillwater, OK Station
KOSR-FM, Stillwater, OK Licensee: Oklahoma State University Recruitment Source used for job
vacancies: Oklahoma State University Human Resources 106 Whitehurst Hall, Stillwater, OK 74078
405-744-5373 or osu-hr@okstate.edu KOSU Human Resources contact: Kelsie Miner Paul**

During the period specified in this report, no full-time vacancies were filled.

Included in this report are the EEO and “Prong 3” initiatives implemented during the year. “Prong 3” Initiatives: Supplemental recruitment activities undertaken by KOSU 91.7 and KOSR 88.3. Supplemental outreach initiatives and commitment to Equal Employment Opportunity.

Community Events

Academic/Classroom Engagements: KOSU personnel speak to students about public radio as a career in various journalism and broadcasting classes.

Key Personnel Involved:

KOSU Natural Resources Reporter Graycen Wheeler spoke to students in the Strategic Communications program at OSU on January 29, 2025. The program was virtual. Number of attendees: 42;

KOSU State Government Reporter Lionel Ramos hosted students from the League of United Latin American Citizens Youth Council for a tour and learning lab at the KOSU studios in Oklahoma City on February 14, 2025. Number of students: 6;

KOSU News Director Robby Korth interviewed students to help them gain job seeking experience at InternOSU Day in Stillwater, OK on April 16, 2025. Number of students: 7;

KOSU News Director Robby Korth participated in the University of Central Oklahoma Student Media Advisory Board to help match skills being taught in the classroom with those needed in a working newsroom on October 7, 2025 in Edmond, Oklahoma. Number of participants: 20;

KOSU Water Reporter Graycen Wheeler spoke to a group of science students at Oklahoma State University about working with journalists and how to communicate research in an understandable way. She also talked about how to use science skills as a working journalist. The presentation was in Stillwater, Oklahoma on November 8, 2025. Number of students: 15;

KOSU News Director Robby Korth participated in the OU Daily's annual internship interview day at the University of Oklahoma in Norman, OK on November 6, 2025. Number of students: 10;

KOSU Employees Rachel Hubbard, Jenny Mae Harms, Mairead Todd, Michael Vierow, Abigail Siatkowski, Graycen Wheeler, Sierra Pfeifer, Sarah Liese, Lionel Ramos, Matthew Viriyapah and Anna Pope hosted a masterclass with NPR's Mary Louise Kelly for journalism students from MetroTech, Oklahoma State University, the University of Oklahoma, University of Central Oklahoma and Oklahoma City Community College at Oklahoma Contemporary in Oklahoma City on November 4, 2025. Number of students: 78;

KOSU Digital Producer Abigail Siatkowski spoke with communication students at the University of Central Oklahoma in Edmond, Oklahoma on November 10, 2025 about the process for applying to journalism jobs. Number of students: 17.

KOSU Executive Director Rachel Hubbard spoke to graduate level students in nonprofit management at Oklahoma City University about media literacy and partnering with the media on November 10, 2025. Number of students: 9

Community Engagements: KOSU personnel speak to the community at a variety of conferences and community events about career opportunities in public media.

KOSU Agriculture and Rural Affairs reporter Anna Pope spoke to members of the Lions Club in Loyal, Oklahoma on January 8, 2025. Number of participants: 21;

KOSU Morning Edition Host Michael Cross moderated the annual spelling bee at Angie Debo Elementary School in Edmond, OK on January 21, 2025. Number of students: 400;

KOSU Morning Edition Host Michael Cross moderated the annual spelling bee at Scissortail Elementary School in Edmond, OK on January 30, 2025. Number of students: 400;

KOSU staff members Rachel Hubbard, Jenny Mae Harms, Ryan LaCroix, Mairead Todd, Mike Vierow, Abigail Siatkowski, Robby Korth and member of the Focus: Black Oklahoma show staff hosted an open house at KOSU's studios in Oklahoma City on February 1, 2025. Number of Participants: 105;

KOSU Director of Donor Experience emceed the Stillwater Public Library Trust Lover's Readathon in Stillwater, Oklahoma on February 14, 2025. Number of Participants: 150;

KOSU Executive Director Rachel Hubbard and Director of Donor Experience Jenny Mae Harms spoke to the Osher Lifelong Learning Institute about media literacy on February 25, 2025 in Bartlesville, Oklahoma. Number of Participants: 18;

KOSU Director of Audience and Content Development, Ryan LaCroix and Director of Donor Experience Jenny Mae Harms hosted a table to talk about opportunities in radio at the Oklahoma Film & Music Day at the Oklahoma State Capitol in Oklahoma City on April 1, 2025. Number of Participants: 200;

KOSU Executive Director Rachel Hubbard and Director of Donor Experience Jenny Mae Harms spoke to the Osher Lifelong Learning Institute at Epworth Villa in Oklahoma City on April 8, 2025. Number of Participants: 12;

KOSU Director of Audience and Content Development Ryan LaCroix spoke at the Leadership Arts meeting for the Oklahoma Arts Council at the McKnight Center in Stillwater, Oklahoma on April 25, 2025. Number of Participants: 40;

KOSU Executive Director Rachel Hubbard, Director of Donor Experience Jenny Mae Harms and Development Director Mairead Todd hosted a community listening session at Ralph's Ranch in northeast Oklahoma City on May 29, 2025. Number of Participants: 20;

KOSU Mental Health and Addiction Reporter Sierra Pfeifer performed an author interview demonstrating behind the scenes of an interview she conducted for the radio at Fulton St. Books in Tulsa, Oklahoma on June 10, 2025. Number of participants: 25;

KOSU Executive Director Rachel Hubbard presented about the role of public media in local news and emergency alerts for Washington County at the Arvest Bank Community Room in Bartlesville, Oklahoma on July 18, 2025. Number of participants: 75;

KOSU Indigenous Affairs Reporter Sarah Liese presented on the Social Media, Research and Sovereignty Panel at the Indigenous Media Conference in Albuquerque, New Mexico on August 13, 2025. Number of participants: 50;

KOSU Indigenous Affairs Reporter Sarah Liese presented on Covering Tribal and State Legislatures - Insights from Reporters at a panel at the Indigenous Media Conference in Albuquerque, New Mexico on August 14, 2025. Number of participants 20;

KOSU reporters Graycen Wheeler and Anna Pope presented at an FM Radio Themed event at the Science Museum of Oklahoma in Oklahoma City on August 23, 2025. Number of participants: 430;

KOSU staff and volunteers hosted a community event at Stonecloud Brewing in Oklahoma City featuring hosts of KOSU shows on August 23, 2025. Number of participants: 300;

KOSU staff and volunteers hosted a community event at Stonecloud Brewing in Stillwater, OK featuring hosts of KOSU shows on August 27, 2025. Number of participants: 120;

KOSU staff participated in an event hosted at the Paramount Building in Oklahoma City featuring the many aspects of work done at KOSU on September 12, 2025. Number of participants: 200;

KOSU Executive Director Rachel Hubbard and Director of Donor Experience Jenny Mae Harms presented a class on media literacy to the Osher Lifelong Learning Institute at the Stillwater Public Library in Stillwater, Oklahoma on October 28, 2025. Number of participants: 30;

KOSU staff hosted an event with NPR journalist Mary Louise Kelly at Oklahoma City Community College on November 4, 2025. Number of participants: 602;

KOSU Executive Director Rachel Hubbard and Director of Donor Experience Jenny Mae Harms presented a class on media literacy to the Osher Lifelong Learning Institute at the Church of the Madalene in Tulsa, Oklahoma on November 10, 2025. Number of participants: 27;

KOSU Executive Director made a virtual presentation to the national convening of the nonprofit executive service corps on November 13, 2025. Number of participants: 45;

KOSU Mental Health and Addiction Reporter Sierra Pfeifer performed an author interview demonstrating behind the scenes of an interview she conducted for the radio at Full Circle Books in Oklahoma City, Oklahoma on November 18, 2025. Number of participants: 22;

KOSU State Government Reporter Lionel Ramos moderated a panel for the National Hispanic Caucus of State Legislators at the Oklahoma Capitol in Oklahoma City, Oklahoma on November 22, 2025. Number of participants: 134;

KOSU State Government Reporter Lionel Ramos spoke to the Del City Rotary Club about his work in broadcast and as a journalist in Del City, Oklahoma on December 2, 2025. Number of Participants: 8.

Focus: Black Oklahoma: In collaboration with Tri-City Collective, KOSU is providing support to a group of 19 aspiring and citizen journalists of color to produce a monthly audio show focusing on the state's Black communities.

Indigenous Journalists Association Fellowship Location: KOSU Studios, 18 N. Klein Ave. Oklahoma City, OK 73106 KOSU hosted eight students in a pre-session for the IJA 2024 Fellows. This session included the exchange of story ideas, professional development and an introduction to public media. Key Personnel: Katie Hallum, KOSU Indigenous Affairs Reporter; Sarah Liese, KOSU Indigenous Affairs Reporter and Robby Korth, KOSU News Director.

News and Production Internships Location: KOSU Stillwater Recruitment Source: OSU School of Media and Strategic Communications, 202 Paul Miller Building, Stillwater, OK 74078. 405-744-6354. Description: Part-time college internships responsible for various content development and production tasks. Personnel Involved: Robby Korth, KOSU News Director.

College Student Employment Location: KOSU Stillwater Part-time paid staff and work-study positions in administration, fundraising and production that provide students with real world experiences qualifying them for higher level positions in broadcasting. Recruitment Sources: OSU HR, KOSU social media, KOSU.org. Personnel Involved: Joanna Self, KOSU Administrative Assistant; Robby Korth, KOSU News Director.