

**KOSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER EEO Public File Report
Covering the period of February 1, 2023 to January 31, 2024: 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: Jenna Rutherford**

During the period specified in this report, the following full-time vacancies were filled in the following manner:

<u>Job Title</u>	<u>Number of People Interviewed</u>	<u>Recruitment Sources</u>
News Reporter (State Government)	5 (13 applicants)	<ol style="list-style-type: none"> 1. Oklahoma State University Human Resources/job Web site 106 Whitehurst Hall, Stillwater, OK 74078 405-744-5373 or osu-hr@okstate.edu (Source of Candidate #5, #6 - HIRED, #8, All three interviewed.) 2. HigherEdJobs Address: 715 Lake Street, Suite 400, Oak Park IL 60301, 814-861-3080 3. Association of Public and Land Grant Universities Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040 4. ClassifiedAds.com Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com 5. U.S. Military Pipeline Address: 4819 Emperor Boulevard, Suite 305, Durham, NC 27703 admin@futuresinc.com 6. AbilityLinks Address: 26W171 Roosevelt Road, Wheaton, Il., 60187, 630/909-7440 Contact: Ken Skord (Source of Candidate #7 and #11, both interviewed) 7. OK Job Match 3006 E. 6th Stillwater, OK 74074 405-624-1450 manager.Stillwater@oesc.state.ok.us

News Reporter Harvest	2 (7 total applicants)	<ol style="list-style-type: none"> 1. Oklahoma State University Human Resources/job Web site 106 Whitehurst Hall, Stillwater, OK 74078 405-744-5373 or osu-hr@okstate.edu (Source of Candidate #1 and #7- HIRED, Both interviewed.) 2. HigherEdJobs Address: 715 Lake Street, Suite 400, Oak Park IL 60301, 814-861-3080 (Source of Interviewee #2) 3. Association of Public and Land Grant Universities Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040 4. ClassifiedAds.com Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com 5. U.S. Military Pipeline Address: 4819 Emperor Boulevard, Suite 305, Durham, NC 27703 admin@futuresinc.com 6. AbilityLinks Address: 26W171 Roosevelt Road, Wheaton, Il., 60187, 630/909-7440 Contact: Ken Skord 7. OK Job Match 3006 E. 6th Stillwater, OK 74074 405-624-1450 manager.Stillwater@oesc.state.ok.us
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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

Groundsource Text Club: KOSU is committed to community input in its journalism and the training of citizen journalists. To that end, the station regularly invites listeners to suggest story ideas or offer story input via text message. As of January 30, 2023, 1741 people were part of the text messaging group. Key Personnel: Kateleigh Mills, reporter.

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

Key Personnel Involved:

KOSU Reporter Graycen Wheeler, teach podcasting and journalism to elementary school students every other week from December 7, 2022 through April 29, 2023 at Lincoln Elementary School in Norman, OK. Number of students: 48;

KOSU Water Reporter Graycen Wheeler attended and spoke at a career fair for middle school students on January 20, 2023 at Alcott Middle School in Norman, OK. Number of students: 70;

KOSU News Director Robby Korth and KOSU Water Reporter Graycen Wheeler taught a four hour science communication course at Oklahoma State University in Stillwater on January 26, 2023. Number of students: 6;

KOSU Water Reporter Graycen Wheeler guest lectures a class on the story writing process for California State University-Monterey Bay via Zoom on September 6, 2023. Number of students: 7;

KOSU News Director Robby Korth guest lectures for the news writing class at the University of Central Oklahoma in Edmond, OK on October 6, 2023. Number of students: 25;

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 3, 2023. Number of students: 10;

KOSU Morning Edition Host Michael Cross participated in a panel for Civics Day at the Oklahoma History Center in Oklahoma City, OK on December 5, 2023. Number of Students: 250.

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

KOSU Engagement Reporter Kateleigh Mills and Indigenous Affairs Reporter Allison Herrera hosted a table at the Tulsa Artist Fellowship community event in Tulsa, OK on February 3, 2023. Number of attendees: 39;

KOSU Agriculture and Rural Affairs Reporter Xcaret Nunez spoke at the Oklahoma Association of Conservation Districts Annual Conference in Oklahoma City, OK on February 27, 2023. Number of attendees: 400;

KOSU News Director Robby Korth spoke to the Oklahoma Policy Summer Institute about his job intersects with policy at the University of Oklahoma in Norman, OK on June 30, 2023. Number of attendees: 30;

KOSU Engagement Reporter Kateleigh Mills and KOSU Water Reporter Graycen Wheeler spoke to the Stillwater League of Women voters at a private home in Stillwater, OK on August 19, 2023. Number of Attendees 40;

KOSU Reporter Anna Pope spoke at a community meeting at the Tatums Municipal Building in Tatums, OK on December 4, 2023. Number of attendees: 7

Focus: Black Oklahoma: In collaboration with Tri-City Collective, KOSU is providing support to a group of 22 aspiring and citizen journalists of color to produce a monthly audio show focusing on the state's Black communities.

Association of Independents in Radio: KOSU Director Rachel Hubbard served on the board of the Association of Independents in Radio (AIR), an organization dedicated to promoting work and training opportunities for independent and rising producers in the audio industry. Her board service ended in December 2023.

Next Generation Radio Location: OSU-Tulsa at 700 N. Greenwood Ave., Tulsa, OK 74106. KOSU hosted five students as part of a weeklong radio production bootcamp in collaboration with NPR and the Native American Journalists Association October 2-6, 2023. Key Personnel: Rachel Hubbard, KOSU Director; Allison Herrera, KOSU Reporter.

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: Rachel Hubbard, KOSU Director, Joanna Self, KOSU Administrative Assistant; Robby Korth, KOSU News Director.