

EEO Public File Report

Covering the Period from January 1, 2022 to December 31, 2022

KWGS-FM and KWTU-FM Tulsa, Oklahoma

KWGS and KWTU are in compliance with the Federal Communications Commission's Broadcast Equal Employment Opportunity Rules "EEO Public File Report" (Feb 2003) and the "Broadcast Equal Employment Opportunity Longer Term Initiatives, Reporting Filing Requirements (Feb 2003) which went into effect March 10, 2003.

This report can be found: KWGS and KWTU Public Files, and at publicradiotulsa.org.

1. Total number of full-time vacancies filled during the year: 3
2. Total number of interviewees for all full-time vacancies during the year: 7

Title of Full Time Job Filled: Development Associate

Date Position Filled: May

Recruitment sources used: Current newspaper, University of Tulsa website, Public Radio Tulsa website, Corp. for Public Broadcasting Jobline, Oklahoma Association of Broadcasters Jobline, Women in Communication job site, and various online job postings that monitor the University of Tulsa website (i.e Indeed.com, etc).

Reference source for hiree: Corporation for Public Broadcasting Jobline

Number of Interviewees: 6

Six interviewees were recruited through Current Newspaper or the Corporation for Public Broadcasting Jobline; one interviewee was recruited through The University of Tulsa or Public Radio Tulsa website, or from other local job websites.

Reference source for Interviewees: Contact Person: Rich Fisher

Address: 800 S Tucker Drive, Tulsa, OK 74104

Phone: 918-631-2779

This full time position generated 16 applicants, seven of whom failed to meet the minimum requirements. Of the nine who did meet the minimum requirements, Public Radio Tulsa chose six candidates to interview, and followed up with an additional interview for three finalists.

Title of Full Time Job Filled: News Director

Date Position Filled: May

Recruitment sources used: Current newspaper, University of Tulsa website, Public Radio Tulsa website, Corp. for Public Broadcasting Jobline, Oklahoma Association of Broadcasters Jobline, National Journalist associations for Asian American, Native American, African-American, and Hispanic journalists, and various online job postings that monitor the University of Tulsa website (i.e Indeed.com, etc).

Reference source for hiree: Indeed

Number of Interviewees: 8

One interviewee were recruited through Current Newspaper or the Corporation for Public Broadcasting Jobline; two interviewees were recruited via the Oklahoma Association of Broadcasters job database, two interviewee was recruited through The University of Tulsa or Public Radio Tulsa website, or from other local job websites.

Reference source for Interviewees: Contact Person: Rich Fisher

This full time position generated eight applicants, two of whom failed to meet the minimum requirements. Of the six who did meet the minimum requirements, Public Radio Tulsa chose five candidates to interview, one of which subsequently withdrew, and followed up with an additional interview for three finalists.

Title of Full Time Job Filled: Anchor/Reporter

Date Position Filled: November

Recruitment sources used: Current newspaper, University of Tulsa website, Public Radio Tulsa website, Corp. for Public Broadcasting Jobline, Oklahoma Association of Broadcasters Jobline, National Journalist associations for Asian American, Native American, African-American, and Hispanic journalists, and various online job postings that monitor the University of Tulsa website (i.e Indeed.com, etc).

Reference source for hiree:

Number of Interviewees: 2

One interviewee were recruited through Current Newspaper or the Corporation for Public Broadcasting Jobline; two interviewees were recruited via the Oklahoma Association of Broadcasters job database, two interviewee was recruited through The University of Tulsa or Public Radio Tulsa website, or from other local job websites.

Reference source for Interviewees: Contact Person: Rich Fisher

Address: 800 S Tucker Drive, Tulsa, OK 74104

Phone: 918-631-2779

This full time position generated 8 applicants, four of whom failed to meet the minimum requirements. Of the four who did meet the minimum requirements, Public Radio Tulsa chose two candidates to interview, and followed up with interviews for the two finalists.

When KWGS or KWTU have positions available, the station seeks employees by utilizing the [Corporation for Public Broadcasting Job Listings](#), [Current Newspaper](#) (a professional journal for public broadcasting), the Oklahoma Association of Broadcasters jobline, professional support organizations, and the recruitment sources listed below.

Openings are posted on these websites as position openings occur:

www.publicradiotulsa.org and <https://utulsa.edu/jobs/>.

Contact Information for Recruitment Sources

GOODWILL INDUSTRIES

2800 Southwest Blvd
Tulsa, OK 74107
Phone: 918 584-7291 x275

Contact: Art Matzkvech
Email: amatzkvech@goodwilltulsa.org

Also send to:
jobpostings@goodwilltulsa.org

GOODWILL INDUSTRIES

2800 Southwest Blvd.
Tulsa, OK 74107
Phone – Direct Line: 918 5811
Phone – Office: 918 599 0067

LIFE SENIOR SERVICES

5950 E. 31ST St
TULSA, OK. 74135
Contact: Alysha Hiltbrand
Email: ahiltbrand@lifeseniorservices.org

**NSU – BROKEN ARROW
CAREER SERVICES, BAAS 130**

3100 E New Orleans St.
Broken Arrow, OK 74014
Phone: 918 449 6168
Fax: 918 449 6191
Contact: Shannon Schwaebler
Email: careerservices@nsuok.edu

TSHA- (Tulsa Speech Hearing Association)

8740 East 11th Street, Suite A
Tulsa, OK 74112
Phone: 918 832-8742 Ext. 101
Contact: Marquette Finley
Email: mfinley@tsha.cc

TULSA CREEK INDIAN COMMUNITY

8611 South Union Avenue
Tulsa, OK 74132
Phone: 918 298 2461
Fax: 918 298 2466
Email: tulsacreekcommunity@yahoo.com

TULSA TECHNOLOGY CENTER

Office of Career Advisement
3420 S Memorial Drive
Tulsa, Ok 74045
PO Box 477200
74147-7200
Phone: 918 828-5216
Fax: 918 828-5229
Email: dana.coffey@tulsatech.edu

VA – VOCATIONAL REHAB AND EMPLOYMENT

Department of Veteran Affairs #28
125 South Main
Muskogee, OK 74401
Phone: 1 918 781 7536
Fax: 1 918 781 7539
Email: terry.glendening@va.gov

VET CENTER

14002 E 21st Street, Suite 200
Tulsa, OK 74134-1412
Phone: 918 628-2760
Contact: Alley Warner
Email: Alley.Warner@va.gov

VOCATIONAL REHABILITATION FOR HEARING LOSS

8740 E 11TH Street, Suite F
Tulsa, OK 74112
Phone: 918 836 5556
Fax: 918 835 2358
Email to: skeesee@okdrs.gov

WORKFORCE OKLAHOMA – OKJob.Match

201 W. 5th Suite 200
Tulsa, OK 74103
Phone: 918 796 1248
Contact: Dominique Clarke
Email: dclarke@workforcetulsa.com

Tulsa World

Tulsa, OK 74103
Contact: Marti Ticer

Current Newspaper

6930 Carroll Ave, Suite 350
Takoma Park, MD 20912
Contact: Ad Director

Corporation for Public Broadcasting

401 Ninth Street, NW
Washington, DC 20004-2129
Contact: Jobline

Supplemental Outreach Initiatives and Commitment to Equal Employment Opportunity:

Public Radio Tulsa participates in the annual Career Day sponsored by the Oklahoma Association of Broadcasters.

Public Radio Tulsa provides training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination. All employees of the radio station, both full-time, and part-time student staff participated in a University-required comprehensive harassment/sexual assault prevention and Title IX training program.

Public Radio Tulsa also provides student employment to college students throughout the year.

The University of Tulsa does not discriminate on the basis of personal status or group characteristics including but not limited to the classes protected under federal and state law in its programs, services aids, or benefits. Inquiries regarding implementation of this policy may be addressed to the Office of Legal Compliance, 800 S. Tucker Drive, Tulsa, Oklahoma 74104-3189, (918) 631-2423. Requests for accommodation of disabilities may be addressed to the University's 504 Coordinator, Dr. Tawny Rigsby, (918) 631-2315. To ensure availability of an interpreter, five to seven days notice is needed; 48 hours is recommended for all other accommodations.

The University of Tulsa Affirmative Action Statement

“The University of Tulsa is an equal opportunity employer and institution of higher education. The University endeavors to create and nurture an informed and inclusive environment in its workplace and educational programs. Affirmative action and equal employment opportunity are integral parts of The University of Tulsa, not just because

they are legally mandated, but because we recognize that the present and future strength of the University is based primarily on people and their skills, experience, and potential. The University of Tulsa does not discriminate on the basis of personal status or group characteristics, including, but not limited to, the classes protected under federal and state law. The University seeks to recruit and promote faculty and other employees on the basis of individual merit.”

The University of Tulsa, an Affirmative Action/Equal Employment Opportunity institution, recognizes the need to increase representation by underrepresented groups.

The Vice President and Chief Human Resources Officer at The University of Tulsa has the responsibility for implementing and monitoring the Affirmative Action Plan of the University and assisting with the application and interpretation of pertinent laws and policy.

1. Through its responsible managers, The University of Tulsa (TU), recruits, hires, upgrades, provides educational opportunities, and promotes in all job titles without regard to race, color, religion, sex, national origin, age, disability, or status as a special disabled veteran, or a veteran of the Vietnam Era, except where an accommodation is unavailable and an individual’s disability is a bona fide occupational disqualification.
2. Managers shall ensure that all personnel actions such as compensation, benefits, promotions, transfers, layoffs, returns from layoffs, TU-sponsored training, educational tuition assistance, and social/recreational programs shall be administered without regard to race, color, religion, sex, national origin, age, disability or veteran status, except, where an accommodation is unavailable and an individual’s disability is a bona fide occupational disqualification.
3. Managers shall base employment decisions on the principles of equal employment opportunity and with the intent to further TU’s commitment to affirmative action and equal employment. At no time will any covered employee, or covered applicant for employment, who exercise their rights pursuant to TU’s Affirmative Action Policy, be subject to discipline, or have his/her opportunities for employment adversely affected.
4. Managers shall take affirmative action to ensure that qualified minority group individuals, females, veterans of the Vietnam Era, special disabled veterans, and persons with a disability are introduced into the work force, are encouraged to aspire for promotions, and are considered as promotional opportunities arise.
5. TU invites any employee or any applicant for employment to review TU’s written Affirmative Action plans. These plans are available for review upon request between 8:00 am and 5:00 pm Monday through Friday in the Office of Human Resources and Risk Management. Any questions should be directed to either their supervisor or the Associate Vice-President of Human Resources and Risk Management.

6. Covered applicants and employees are encouraged to identify themselves either to their supervisor or to the Equal Employment Opportunity/Affirmative Action Officer. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Placed in KWGS & KWTU Public Files by Rich Fisher, General Manager; Public Radio Tulsa on February 14, 2023.