

**Annual FCC Equal Employment Opportunity Public File Report
For**

KGOU-FM, Norman, Oklahoma

**Licensee: The University of Oklahoma
For the Period February 1, 2025, through January 31, 2026**

This report is required by FCC Rules and Regulations and is placed into the public file for KGOU-FM and on the KGOU web page by February 1, 2026. Questions about this report can be sent to the General Manager, KGOU Radio, The University of Oklahoma, Copeland Hall Room 300, 860 Van Vleet Oval, Norman, OK, 73019.

1. Full Time Vacancies Filled.

During the period for this report, KGOU had zero (0) full time positions open. All hiring is directed by the licensee (University of Oklahoma) Office of Human Resources and is done in accordance with licensee employment policies and procedures required to ensure institutional EEO compliance. The contact for placement of external job advertising, as required by the University of Oklahoma, is Michael Allsop of Graystone Advertising. KGOU has received no requests from additional organizations to be notified of full-time job vacancies.

**2. Person Hired by Vacancy, Recruitment Source
Persons Interviewed by Vacancy, Recruitment Sources**

Vacancy: None.

When vacancies occur, KGOU advertises its job openings through these resources:

1. Name of organization: University of Oklahoma Personnel Department/OU Jobs Listing Web Site (<https://jobs.ou.edu>)
 - a. Address: NEL Building, University of Oklahoma, Norman, OK, 73109
 - b. Name of contact: Tonya Iman
 - c. Telephone: 405-325-5520
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
2. Name of organization: KGOU Radio Web Page
 - a. Address: Copeland Hall, Room 300, The University of Oklahoma, Norman, OK 73019
 - b. Name of contact: Cate Howell
 - c. Telephone: 405-325-0022
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

3. Name of organization: CPB Jobs Listing web site (<http://www.cpb.org/jobline/>)
 - a. Address: 401 Ninth Street, NW, Washington, DC 20004-2129
 - b. Name of contact: NA
 - c. Telephone: 202-879-9600
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
4. Name of organization: National Association of Black Journalists
 - a. Address: 1100 Knight Hall, Suite 3100, College Park, Maryland 20742
 - b. Name of contact: NA
 - c. Telephone: 800-491-8833-1005
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
5. Name of organization: National Association of Hispanic Journalists
 - a. Address: 1050 Connecticut Avenue NW, 10th Floor, Washington, DC 20036
 - b. Name of contact: NA
 - c. Telephone: 202-662-7145
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
6. Name of organization: Asian American Journalists Association
 - a. Address: 5 Third Street, Suite 1108, San Francisco, California 94103
 - b. Name of contact: NA
 - c. Telephone: 415-346-2051
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
7. Name of organization: Native American Journalists Association
 - a. Address: 395 W. Lindsey St., Norman, OK, 73019-4201
 - b. Name of contact: NA
 - c. Telephone: 405-325-9008
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
8. Name of organization: Current Magazine
 - a. Address: 1612 K St., N.W., Suite 704, Washington, DC 20006
 - b. Name of contact: NA
 - c. Telephone: 202-463-7055
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

9. Name of organization: JournalismJobs.com
 - a. Address: <http://www.journalismjobs.com>
 - b. Name of contact: NA
 - c. Telephone: 510-653-1521
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

10. Name of organization: Oklahoma Association of Broadcasters
 - a. Address: www.oabok.org/jobbank
 - b. Name of contact: Nancy Struby
 - c. Telephone: 405-848-0771
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

11. Name of organization: Other/Listserves/Personal reference/Social media (LinkedIn, mediajobs.com, publicmediajobs.org, Public Radio Facebook Group)
 - a. Address: NA
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

12. Name of organization: Gaylord College of Journalism and Mass Communication
 - a. Address: 395 W. Lindsey St., Norman, OK 73019
 - b. Name of contact: Joshua Kahoe
 - c. Telephone: 405-325-5199
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

13. Name of organization: Indeed
 - a. Address: www.indeed.com
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

14. Name of organization: Langston University
 - a. Address: P.O. Box 1500, Langston, OK 73050
 - b. Name of contact: Kim Flanagan
 - c. Telephone: 405-466-2924
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

15. Name of organization: Greater Public
 - a. Address: greaterpublic.org
 - b. Name of contact: N/A
 - c. Telephone: 800-454-2314
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

16. Name of organization: AFP Oklahoma
 - a. Address: afpglobal.org
 - b. Name of contact: N/A
 - c. Telephone: 405-456-9179
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

17. Name of organization: Oklahoma Center for Nonprofits
 - a. Address: okcnp.org
 - b. Name of contact: N/A
 - c. Telephone: 405-463-6886
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

18. Name of organization: Public Relations Society of America
 - a. Address: jobs.prsa.org
 - b. Name of contact: N/A
 - c. Telephone: 212-460-1400
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

19. Name of organization: Indigenous Journalist Association
 - a. Address: indigenousjournalist.org
 - b. Name of contact: N/A
 - c. Telephone: N/A
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

20. Name of organization: Investigative Reporter and Editors
 - a. Address: IRE.org
 - b. Name of contact: N/A
 - c. Telephone: 573-882-2042
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

21. Name of organization: RTDNA: Radio Television Digital News Association

- a. Address: rtdna.org
- b. Name of contact: N/A
- c. Telephone: 866-842-7842
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

22. Name of organization: Society of Environmental Journalists

- a. Address: sej.org
- b. Name of contact: N/A
- c. Telephone: 202-558-2055
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

23. Name of organization: Education Writers Association

- a. Address: ewa.org
- b. Name of contact: N/A
- c. Telephone: 202-452-9830
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

3. List and Description of Longer-Term Recruitment Initiatives Implemented During the Previous Year

KGOU has 13 full time employees, including three who work in the public radio journalism collaboration, StateImpact Oklahoma. As of January 31, 2026, all thirteen of the positions are filled. KGOU also has two part-time employees and approximately three part-time student employees each semester, as indicated below. In addition to notification and recruitment methods to fulfill Prongs 1 and 2, KGOU employs programs, activities and other initiatives to encourage outreach, professional education and recruitment to fulfill Prong 3. Those programs, activities and initiatives are included below.

A. College Internship Program/Practicum/Independent Study:

Date: February 1, 2025 – January 31, 2026, at the KGOU Radio Offices and Studios, Copeland Hall, Room 300, The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide skills and experiences. The internship/practicum/independent study focused on news and public affairs, audio production, announcing, and station operations.

Scope of Involvement: Host students from the Gaylord College of Journalism and Mass Communication at The University of Oklahoma who are majoring in broadcasting through JMC 3011, Practicum, for one (1) class credit, and JMC 4099-5099, Independent Study, for one (1) class credit. In addition, KGOU has an internship program where students from any

college can receive practical training for class credit. Internships are typically taken during the summer. KGOU also participates as a host site for students in the Gaylord Graduate internship program as student enrollment warrants.

Personnel Involved: Dick Pryor, General Manager; Jim Johnson, Program Director; Jolly Brown, Development Director; Laura Knoll, Membership Director; Cate Howell, Membership Director; Logan Layden, Managing Editor.

Relevant Involvement: During this reporting period (Spring and Fall 2025 semesters and Spring 2026 semester) KGOU hosted nine (9) students in Practicum – three (3) in Spring 2025, three (3) in Fall 2025, and three (3) in Spring 2026. There were no students enrolled in Independent Study during the period or in the summer student internship program or in the Gaylord Graduate Internship program.

B. Programs with Educational Institutions Relating to Career Opportunities in Broadcasting:

B-1. On September 9-10, development director Jolly Brown, membership director Cate Howell and general manager Dick Pryor attend the Gaylord College Involvement Fair to talk to students about KGOU and opportunities for Practicum class and part-time employment.

B-2. On October 28, development director Jolly Brown and reporter Hannah France participated in the Gaylord College Student Networking Event. Brown and France provided information about KGOU, public media, and class and employment opportunities at KGOU.

C. Training Program for Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions/College Student Employment

Date: February 1, 2024 – January 31, 2025, at the KGOU Radio Offices and Studios, Copeland Hall, Room 300, The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide skills and experiences through part-time, paid staff positions. Students competitively apply for positions in areas including hosting/news, operations, production, and administration/promotion, as needed by KGOU. Recruitment is conducted through the University of Oklahoma, Gaylord College of Journalism and Mass Communication and KGOU. Students selected are from academic disciplines at the University of Oklahoma and work up to 25 hours per week. Up to four positions are available each semester as needed in the following areas.

Scope of Involvement:

1. Part-time host/reporter for a minimum of one semester. Researches and produces news and public interest stories and hosts daily on-air news segments

that involve announcing of local newscasts, weather, and traffic reports during news magazine programs.

2. Part-time operations/production assistant for a minimum of one semester. Writes and produces promotional announcements, with additional responsibilities possible, including assisting with administrative duties, news reporting and hosting.
3. Part-time community events calendar producer for a minimum of one semester. Writes and announces community calendar announcements with additional responsibilities possible, including assisting with administrative duties, news reporting and hosting.

Personnel Involved: Dick Pryor, General Manager; Jim Johnson, Program Director; Logan Layden, Managing Editor; Jolly Brown, Development Director.

Relevant Involvement: During the Spring 2025 semester KGOU employed two (2) students in the program; during the Summer/Fall 2025 semester KGOU four (4) students in the program; during the Spring 2026 semester KGOU employed three (3) students in the program. KGOU also participates in the Inasmuch Foundation Community Fellowship program. This program provides full-time employment to a journalism student (Fellow) in an internship program from June to August. KGOU had one (1) student employee in this program in Summer 2025.

C-1. KGOU professional staff participates in regular career and professional development programs specific to their duties and goals, as required by the university and as desired to supplement job training and experience in their specific areas for the purpose of acquiring skills that could qualify them for higher level positions. Professional development program training includes upper-level staff - General Manager Dick Pryor, Business Manager Cindy Cottrell, Development Director Jolly Brown, Program Director Jim Johnson, Chief Engineer Patrick Roberts, Managing Editor Logan Layden and Membership Director Cate Howell.

D. Additional Student Instruction and Outreach

D-1. On February 10, general manager Dick Pryor was guest speaker along with Oklahoma Academy director Julie Knutson for an Osher Lifelong Learning Institute (OLLI) class at the University of Oklahoma. Discussion centered on local politics, policy and the news media. Instructor and moderator – former State Senator Cal Hobson. Attendance of 75.

D-2. On September 10, general manager Dick Pryor was guest speaker for the Public Relations class at Gaylord College. Instructor – Armand McCoy.

D-3. On September 10, general manager Dick Pryor was the guest speaker for the Religious Studies class about producing NPR-style radio news stories highlighting an issue relating to religion in Oklahoma. Instructor – Deonnie Moody.

D-4. On September 11, general manager Dick Pryor was the guest speaker for the Intro to Journalism class at the Gaylord College. Instructor – Dino Lalli.

D-5. On October 20, general manager Dick Pryor was guest speaker at the OU Religious Studies class. Pryor evaluated story “itches” by students as they prepared to produce news stories about religions in Oklahoma. Instructor – Deonnie Moody.

D-6. On December 18, general manager Dick Pryor was the guest speaker for the Religious Studies class about producing NPR-style radio news stories highlighting an issue relating to religion in Oklahoma. Pryor critiqued the class video submissions for their semester project. Instructor – Deonnie Moody.

E. Participation in community events and programs designed to promote outreach generally

E-1. On February 6, presented a community panel discussion event, Future of Oklahoma: Education, at Kamp’s 1910 Café in Oklahoma City. Moderated by managing editor Logan Layden and featuring StateImpact Oklahoma reporter Beth Wallis.

E-2. On April 10, KGOU hosted a community forum on Housing and Homelessness at Yellow Dog Coffee Co. in Norman with managing editor Logan Layden moderating a discussion with KGOU reporter Hannah France and KFOR reporter Xavier Richardson.

E-3. On April 10, general manager Dick Pryor moderated discussion of the new film, Iman, which was screened at the Oklahoma History Center. The film centered on the stories of two Muslim women in Oklahoma. Attendance of 75.

E-4. On May 1, KGOU hosted a community forum on Housing and Homelessness at Kamps 1910 Restaurant in Oklahoma City moderated by managing editor Logan Layden and featuring KGOU reporter Hannah France.

E-5. On July 25, general manager Dick Pryor was the featured speaker at the Cleveland County Cornbread and Beans luncheon held at The Well in Norman. Pryor discussed KGOU, public media, and federal funding for public broadcasting.

E-6. On August 21, general manager Dick Pryor presented a program to the Leadership Oklahoma Class 38 about “How’s Oklahoma Working for You?” at St. Crispin’s Conference Center.

E-7. On August 21, KGOU hosted a community forum on Funding Cuts to Weather Services at Yellow Dog Coffee in Norman which was moderated by managing editor Logan Layden and featured StateImpact Oklahoma reporter Chloe-Bennett-Steele.

E-8. On September 2, general manager Dick Pryor was the featured speaker at the Woodward Rotary Club meeting in Woodward. Pryor discussed KGOU and public broadcasting.

E-9. On November 18, KGOU presented an Oklahoma Future Forum on Medicare Cuts at Kamp's 1910 Cafe in Oklahoma City. Managing editor Logan Layden moderated and Statelmpact Oklahoma reporter Jillian Taylor interviewed panelists.

E-10. On November 30, general manager Dick Pryor was guest speaker at St. Michael's Church in Norman. Pryor discussed KGOU, public media, journalism, and gave a status update on the loss of federal funding for public broadcasting stations.

E-11. On December 4, general manager Dick Pryor conducted a discussion with Karl Rove at the Oklahoma Watch event, "Karl Rove: America's Challenges in an Era of Broken Politics" at Oklahoma City Community College. Attendance of 304.

F. Participation in job fairs/career days by station personnel who have substantial responsibility in the making of hiring decisions

F-1. On March 27, managing editor Logan Layden, chief engineer Patrick Roberts, general manager Dick Pryor attended the Oklahoma Association of Broadcasters Convention and Career Fair at the River Spirit Casino in Tulsa. Pryor and Roberts discussed journalism and KGOU Radio career opportunities with university students. Layden attended the OAB Awards Banquet.

G. Additional Prong 3 Initiatives

G-1. Scholarship program. KGOU provides annual funding to the Gaylord College of Journalism and Mass Communication to support an annual scholarship presented to deserving broadcast journalism students. The scholarship is designed to assist students interested in pursuing a career in broadcasting. KGOU began this new scholarship program on March 13, 2020. KGOU contributed to this scholarship program in 2025.

G-2. Listings in job banks or newsletters. As indicated above, KGOU lists full-time job openings, including each upper-level category openings, in job banks or newsletters of media trade groups whose membership includes substantial participation of women and minorities.

G-3. Management level training on equal employment opportunity and preventing discrimination. All KGOU staff, including management level staff and those involved in the station hiring process, are required by the University of Oklahoma to complete training on methods of ensuring equal employment opportunity and preventing discrimination. The course, "Sexual Harassment and Discrimination Awareness (Title IX)," must be completed at the beginning of employment and every two (2) years.

G4. Management level training on equal employment opportunity and preventing discrimination. All KGOU staff, including management level staff and those who have substantial responsibility in making hiring decisions, are required by the University of Oklahoma to take two (2) online training courses: Diversity, Equity and Inclusion in the Modern Workplace and Managing Bias every three (3) years.

G5. Management level training on equal employment opportunity and preventing discrimination. In accordance with Corporation for Public Broadcasting (CPB) grant requirements, all managers, full- and part-time staff members (including management level, those with substantial hiring responsibilities and part-time student employees), interns and other students receiving class credit at KGOU, completed annual harassment prevention training administered by CPB in 2025. However, this required concluded with the dissolution of the CPB in Fall 2025. The same employees are required to complete similar University-mandated training relating to EEO and Title IX at least every two (2) years.