

**KOSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER EEO Public File Report
Covering the period of February 1, 2022 to January 31, 2023: 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>
Membership Specialist	5 (18 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 Interviewee #1, #2, #3 - HIRED, #4 and #5) 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 7. OK Job Match 3006 E. 6th Stillwater, OK 74074 405-624-1450 manager.Stillwater@oesc.state.ok.us

Traffic Specialist	1	Promotion of Internal Candidate - Recruitment Waiver
Director of Content and Audience Development	1	Promotion of Internal Candidate - Recruitment Waiver
Program Manager KOSU Membership	5 (9 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 Interviewee #1, #2, #3, #4 and #5- HIRED) 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
News Director	2 (4 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 Interviewee #2 - HIRED) 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

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Membership Specialist 2	4 (22 Total Applicants)	<ol style="list-style-type: none"> Oklahoma State University Human Resources/job Web site 106 Whitehurst Hall, Stillwater, OK 74078 405-744-5373 or osu-hr@okstate.edu (Source of Interviewee #3 - HIRED) (Source of Interviewee #2) HigherEdJobs Address: 715 Lake Street, Suite 400, Oak Park IL 60301, 814-861-3080 (Source of Interviewee #2) Association of Public and Land Grant Universities Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040 ClassifiedAds.com Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com U.S. Military Pipeline Address: 4819 Emperor Boulevard, Suite 305, Durham, NC 27703 admin@futuresinc.com AbilityLinks Address: 26W171 Roosevelt Road, Wheaton, Il., 60187, 630/909-7440 Contact: Ken Skord OK Job Match 3006 E. 6th Stillwater, OK 74074 405-624-1450 manager.Stillwater@oesc.state.ok.us Indeed - Posted automatically through Oklahoma State University Human Resources (Source of Interviewee #1) (Source of Interviewee #4)
News Reporter Radio	1 (6 Total Applicants)	<ol style="list-style-type: none"> Oklahoma State University Human Resources/job Web site 106 Whitehurst Hall, Stillwater, OK 74078 405-744-5373 or osu-hr@okstate.edu (Source: Interviewee #1-HIRED) HigherEdJobs Address: 715 Lake Street, Suite 400, Oak Park IL 60301, 814-861-3080

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News Reporter	5 (5 total applicants)	Recruitment waiver granted by Oklahoma State University because the position was part of the Report for America program. As part of this program, Report for America does all of the recruiting using sources including the National Association of Hispanic Journalists, National Association of Black Journalists and Journalism Jobs. More than 1,000 applications were received that were reviewed by a selection committee and matched with media outlets. A final pool of candidates was provided to each outlet from which to choose. KOSU received five finalists and interviewed all five. Per the agreement KOSU signed with Report for America, all recruitment for this fellowship was done by Report for America. The recruitment contact is Norman Parish. He can be reached at nparish@groundtruthproject.org.

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 Director Rachel Hubbard and Membership Specialist Chelsea Ferguson , guest lectures at Oklahoma State University on September 29 and October 4. Number of students: 27;.

KOSU Agriculture and Rural Affairs Reporter Xcaret Nunez, ongoing mentor for Harding Charter Preparatory High School Journalism Class project during the 2022 fall semester. Number of students: 22;.

KOSU Indigenous Affairs Reporter Allison Herrera guest lectured to the documentary class at the University of Arkansas in Fayetteville on July 13. Number of students: 53. Allison Herrera also taught a podcasting and storytelling workshop for Cour d'Alene youth through the National Science Foundation on July 22. Number of students: 20.

KOSU Director Rachel Hubbard and KOSU News Director presented at the pilot Science Communications Academy at Oklahoma State University in Stillwater on March 23. Number of students: 30.

KOSU Director Rachel Hubbard serves on a program advisory committee for the department of Agricultural Communications at Oklahoma State University. As part of this, she provides advice to faculty to ensure current audio production techniques and journalism standards are part of the curriculum.

KOSU Water Reporter Graycen Wheeler served as the fall mentor for the 4th grade podcasting project at Lincoln Elementary School in Norman. She worked with students every other Wednesday from December 7, 2022 to January 31, 2023. Number of students: 48

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

KOSU Content and Audience Development Director Ryan LaCroix spoke at the Tulsa Music Cities Conference on November 3, 2022 about radio opportunities. Number of attendees: 50

KOSU Indigenous Affairs Reporter Allison Herrera spoke on a panel for the Indie Lens Pop-Up titled 'Writing with Fire' on March 16, 2022. Number of attendees: 25

KOSU Director Rachel Hubbard spoke to the Oklahoma State 4-H Ambassadors about storytelling at their annual meeting in Stillwater, OK on June 8. Number of attendees: 29

KOSU Reporter Kateleigh Mills and News Director Robby Korth worked with students at Amplify Tulsa on a storytelling and writing workshop on April 14. Number of students: 12

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 serves 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

Next Generation Radio Location: KOSU Studios at 726 W. Sheridan Ave., Oklahoma City, OK 73102. KOSU hosted five students as part of a weeklong radio production bootcamp in collaboration with NPR and the Native American Journalists Association November 14-18, 2022. Key Personnel: Rachel Hubbard, KOSU Director; Kateleigh Mills, KOSU Reporter; 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.