

2020 Annual EEO Public File Report
The Chickasaw Nation

Reporting period of February 1, 2019 to January 31, 2020 for radio stations:

KCNP(FM), Ada, OK	Facility ID 88713
KAZC(FM), Dickson, OK,	Facility ID 177138
KTNG(FM), Connerville, OK	Facility ID 200130
KWPV(FM), Wynnewood, OK.	Facility ID 185094

No. of employees – between 5 to 10
Small market exemption applies

The following information is provided pursuant to Section 73.2080 of the FCC Rules.

Information relating to specific job vacancy filled during the reporting period:

One full-time position filled was filled during the reporting period.

<u>Date of Hire</u>	<u>Job Title</u>	<u>Number of people interviewed</u>	<u>Recruitment Source</u>
October 7, 2019	Broadcast Productions Manager	One	Chickasaw Nation HR Recruitment Services

Recruitment Sources used for job opening:

*Chickasaw Nation Interior Services Department of Human Resources Recruitment Service -- one person interviewed
1001 N. Country Club Rd. Ada, OK 74820 or jobs.chickasaw.net contact: Haleigh Ralls. 5580-436-7259 or <https://jobs.chickasaw.net>

Other Recruitment Sources used – no interviewees referred:

- 1: Chickasaw Times newspaper 920 Colony Drive Ada, OK 74820 www.chickasawtimes.net
2. The Oklahoman newspaper <https://oklahoman.com/marketplace/jobsok/>
- 3: National Federation of Community Broadcasters <https://nfcdb.org/community-radio-jobs/>
- 4: Oklahoma Assn. of Broadcasters <https://oabok.org/jobs/>

*Source requested notice of all openings.

General Outreach Efforts:

*Participated in **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

Pontotoc County 8th Grade Career Discovery Day January 29, 2020

Station director spoke about how to prepare yourself for a career in communications and specifically broadcasting. Students were advised on specific school subjects which could help them depending on the area of communications they choose. An open invitation was extended for students to have parents or teachers visit the radio station and see how it operates. There were two groups representing eight different schools in the county. Approximately 40 students participated.

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

The Chickasaw Nation hosted the following job search or training programs and the stations provided on air announcements promoting the events:

Toksali Smart youth work training program	1/29/2019
Coffee and Careers employment event	3/5/2019
Health Care Hiring Event	5/22/2019

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

* Chickasaw Citizen Connection Group of the National Capitol Area. September 22, 2019
Station director spoke to nine people about how commercial and non-commercial radio differs, the history of KCNP, the services it provides, and the minimum skills required to become a professional broadcaster. Links to the station's website and the job application site were shared.

* Chickasaw Citizen Connection Group of Southern California. November 17, 2019
Station director spoke to thirteen people about the history of KCNP and how it differs from commercial radio stations, the services it provides, and how they may become employed in the broadcast industry and specifically KCNP. A link to the job application website was shared.