KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO ANNUAL EEO PUBLIC FILE REPORT 2/1/2024 to 1/31/2025

The purpose of the EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	Community	Facility ID Number	
KLW	Ponca City, OK	65922	
KJTH	Ponca City, OK	81146	
KXTH	Seminole, OK	85076	
KZTH	Piedmont, OK	83880	
KTHL	Altus, OK	177048	
KTHF	Hammon, OK	177198	
KGVV	Goltry, OK	177142	
KTHM	Waynoka, OK	191543	
KIXO	Sulphur, OK	9942	

This Annual EEO Report was placed in each station's public inspection file on February 2, 2025, and posted on the stations website, in accordance with the FCC's EEO rules.

The Love Station, the licensee of Stations KJTH/KLVV/KXTH/KZTH/KTHF/KTHL/KGVV/KIXO/KTHM, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. § 73.2080(c)(1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, The Love Station, Inc. has established a religious qualification for all employee positions at KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO. In accordance with the FCC's rules, The Love Station, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KTHM/KIXO ANNUAL EEO PUBLIC FILE REPORT 2/1/2024 to 1/31/2026

Appendix 1 VACANCY LIST

See the Master Recruitment Source List ("MRSL") in the next section for recruitment source data.

Full-time Positions filled By Job Title (dated filled)	Recruitment Sources Used to Fill Vacancy (see Appendix 2)	RS Referring Hiree
Administrative Assistant (5/31/2024)	3, 20, 35, 43,	3
Promotions Director (7/11/2024)	3, 20, 37, 43	3
Metro Outreach #1 (7/17/2024)	3, 20, 22, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43	43
Metro Outreach #2 (7/29/2024)	3, 20, 22, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43	3
Office Assistant (8/8/2024)	3, 20, 43	43

KLVV/KJTH/KXTH/KZTH/KTHF/KTHL/KGVV/KIXO/KTHM ANNUAL EEO PUBLIC FILE REPORT 2/1/2024 to 1/31/2025

Appendix 2 MASTER RECRUITMENT SOURCE LIST

& Number of Interviews Resulting

* indicates Recruitment Source referring hiree

Total number of interviews in reporting period = 19

Position: Administrative Assistant-Filled 5/31/2024

Total Number of Interviews: 4

Source (MRS #), Number of Interviews

*The House FM/ The House of Praise website (#3) 2

Hisair.net (#20) Indeed.com (#35) 2 Facebook Ads (#43)

Position: Promotions Director - Filled 7/11/2024

Total Number of Interviews: 3

Source (MRS #), Number of Interviews

*The House FM/ The House of Praise website (#3) 2

Hisair.net (#20)

Christian Music Broadcasters (#37)

Facebook Ads (#43) 1

Position: Metro Outreach #1 & #2 - Filled 7/17/2024 & 7/29/2024

Total Number of Interviews: 8

Source (MRS #), Number of Interviews

*The House FM/ The House of Praise website (#3) 3

Hisair.net (#20)

Oldahoma Association of Broadcasters -OAB (#22) 1

Employee Reference (#34) 1

Indeed.com (#35)

Facebook.com/thehousefm (#36)

Christian Music Broadcasters (#37)

Oldahoma City Jobs Facebook Group (#38)

Linkedin.com (#39)

College Central Network (#40)

Handshake (#41) 2

Instagram (#42)

*Facebook Ads (#43) 1

Position: Office Assistant - Filled 8/8/2024

Total Number of Interviews: 4

Source (MRS #), Number of Interviews

The House FM/ The House of Praise website (#3)

Hisair.net (#20)

*Facebook Ads (#43) 4

RS Number	Recruitment Source Information Including RS name, name or title of contact person, full mailing address, if available, and telephone number.					
1	On-air announcements – The House of Praise					
2	On-air announcements – The House FM					
3	The House of Praise Website / The House FM Website (shared page) 580-767-1400 fax: 580-765-1700 Attn: Lea Bennett P. O. Box 14, Ponca City, OK 74602-0014 e-mail: jobs@thehousefm.com website: TheHouseFM.com					
4	Ponca City News 580-765-3311 300 N. 3 rd St., Ponca City, OK 74601 Contacts: Chelsea Bringham e-mail: classified@poncacitynews.com web site: www.poncacitynews.com					
5	Employment Service Oklahoma State 1201 W. Grand, Ponca City, OK 74601					
6	JobsOK.com 405-475-3060 Kerry Dixon Oklahoma City, OK e-mail: web site: http://jobs.newsok.com/jobs/products					
7	NWOSU Career Services 580-327-8606 fax: 580-327-8413 709 Oklahoma Blvd., Alva, OK 73717 Contact: Andrea Lauderdale e-mail: career@nwosu.edu or amlauderdale@nwosou.edu Mass Comm Contact: Lisa Franz email: lifranz@nwosu.edu					
8	Oklahoma Baptist University Career Planning 405-878-2416 800-654-3285 500 W. University, Shawnee, OK 74804 e-mail: Career Services career.services@okbu.edu					
9	Oklahoma City University Communications Dept. 405-744-6354 2501 N. Blackwelder, Oklahoma City, OK 73106 Contact: Andy Gibson e-mail: agibson@okcu.edu					
10	Oral Roberts University Career Services 918-495-6912 fax: 918-495-6710 (9-5 CST) 7777 S. Lewis – LRC 616, Tulsa, OK 74171 email: careers@oru.edu Website: http://www.oru.edu/current-students/my-services/career-services/employers/					
11	Oklahoma State University Career Services 405-744-5253 fax: 405-744-9954 360 Student Union, Stillwater, OK 74078-0195 e-mail: careers@okstate.edu website www.hireosugrads.com/employers/Post.aspx					
12	University of Oklahoma Career Services 405-325-1974 fax: 405-325-3402 900 Asp Avenue, Suite 323 Norman, OK 73019 Contacts: Alex Batcheller abatcheller@ou.edu oucs@ou.edu website: www.ou.edu/career/					
13	University of Oklahoma 405-325-2721 Gaylord College of Journalism 860 Van Vleet Oval Norman, OK 73019 Contact: Kathy Adams kadams@ou.edu					

14	Southwestern Missouri State University Career Services 417-836-5636 fax: 417-836-6797 Carrington 309, Glass 103, 901 S. National, Springfield, MO 65804 Contact: Gary Stafford email: gstafford@missouristate.edu e-mail: CareerServices@smsu.edu web site: http://careerservices.smsu.edu
15	University of Central Oklahoma Career Services (405) 974-3346 100 N. University Dr., Edmond, OK 73034 careers@uco.edu
16	University of Central Oklahoma (405) 974-2584 Communications Dept. Attn.: David Nelson dnelson7@uco.edu 100 N. University Dr., Edmond, OK 73034
17	NARTE 1-800-89-NARTE www.narte.org/jobbank.html
18	NARTE News (quarterly journal) 541-382-6060 FAX 541-388-2393 61051 River Bluff Trail, Bend, OR 97702 nartenews@narte.org
19	All Access Music Group 615-587-4835 FAX 310-457-8058 HitRadioPromo.com 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 Christian editor: Mark Giles / AllAccessNetTalk allaccess.com/forum e-mail: mgiles@allaccess.com website: www2.allaccess.com
20	HisAir.Net 225-744-3524 fax: 225-612-7040 P. O. Box 307, Duplessis, LA 70728 Ted Kelly, Editor ted@hisair.net e-mail: jobs@hisair.net website www.hisair.net
21	National Religious Broadcasters 703-330-7000 fax: Attn: Ken Chen 9510 Technology Drive, Manassas, VA 20110 e-mail: kchen@nrb.org info@nrb.org website nrb.org/membership.career-classifieds/submit-classified/
22	Oklahoma Association of Broadcasters (OAB) 405-848-0771 Contact: Nancy Struby e-mail: Struby@oab.org 6520 N. Western, Ste. 104, Oklahoma City, OK 73116 e-mail: info@oabok.org website: www.oabok.org
23	PDNet Internet Forum and PDNet Web Site Attn: Bob Thornton e-mail: pdforum@programdirector.net website www.programdirector.net
24	Baptist General Convention of Oklahoma 405-942-3800 ext. 4360 Attn: Karen Kinnaird (Advertising Mgr) 3800 N. May Ave., Oklahoma City, OK 73112
25	Society of Broadcast Engineers Attn: Scott Jones 6247 N. Meridian St., Ste. 305 Indianapolis, IN 46260 e-mail: kjones@sbe.org 317-846-9000 Fax: 317-846-9120 website: www.sbe.org

26	Ponca City Workforce Center 580-765-3372 Fax: 580-765-6145 400 E. Central, Ste. 103 Ponca City, OK 74601 Website: https://okjobmatch.com/ada/r/offices/8508 e-mail: manager.poncacity@oesc.state.ok.us State-wide website: https://okjobmatch.com/ada/r/employer
27	National Alliance of State Broadcasters Associations 800-622-2414 Email: info@careerpage.org website: www.careerpage.org
28	Northern Oklahoma College 580-628-6651 PO Box 2300 Enid, OK 737032 Contact: Milynda Wade milynda.wade@noc.edu www.hirenortherngrads.com
29	American Broadcasting School 405-672-6511 4511 SE 29th St. Oklahoma City, OK 73115 Contact: Staci Cockrell (CEO) email: Staci@radioschool.com
30	Ponca City Community Jobs Facebook page www.facebook.com/groups/CommunityJobsandEmploymentGroup
31	National Alliance of State Broadcasters Associations - Career Page Suzan Strong suzanstrong@nmba.org
32	Current employee's Facebook
33	Non-Employee Referrals
34	Employee Referrals
35	Indeed www.indeed.com
36	Facebook www.facebook.com/thehousefm
37	Christian Music Broadcasters www.cmbonline.org/jobs
38	Oklahoma City Jobs Facebook Group https://www.facebook.com/groups/okcjobs/
39	Linkedin www.linkedin.com
40	College Central Network- Oklahoma Community Colleges Jobs Consortium https://www.collegecentral.com/okccjobs/
41	handshake https://joinhandshake.com/employers/?mrasn=1333006.1652089.6q9IM4hV
42	Instagram https://www.instagram.com/thehousefm/
43	Facebook Ads from The House FM's facebook page www.facebook.com/thehousefm

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Appendix 3

Non-vacancy Specific Recruitment Activities completed in this reporting period are ...

Periodic announcements for interns are listed on the Oklahoma Association of Broadcasters and both The House FM and The House of Praise website. During the reporting, four high school students served as paid interns learning, to varying degrees, the inside workings of a radio station. To alert students at the local colleges and high schools to the possibility of working with a local broadcaster, we attend career fairs in the spring and fall semesters.

Station personnel conducted numerous tours for students from Christian schools and other guests with a brief explanation of broadcast careers. Five students came by for the first time since opening the Edmond Location for a guick tour.

Five on-air personalities and staff members spoke at seven different schools in the listening area, speaking on making positive choices, and informing young people about the field of broadcasting reaching over 700 students.

Station personnel participated in three career fairs. Personnel whose primary job is off-air support have been given opportunities to build a variety of skills marketable in the communications industry, and all full-time staff members participated in a one-day continuing education training presented by Harrell Media Group - a professional talent coach and brand consultant. Four full-time staff members participated in a three-day fundraising training presented by a nationally recognized, professional fundraising coaching and training company in Nashville named Vidare Creative.

Oklahoma Association of Broadcasters

EEO Resources Revised January 2020

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
Metro Technology Centers	Aaron Walker	Student Services	1600 Springlake Drive	Oklahoma City OK 73111	Aaron.walker@me trotech.edu	(405) 595-4804
Oklahoma Wesleyan University	Alice Cooper	General Office	2201 Silver Lake Road	Bartlesville OK 74006	acooper@okwu.ed	(918) 335-6219
High Plains Technology Center	Amber Riley	Career Services	3921 34th Street	Woodward, OK 73801	agriley@hotc.edu	(580) 256-6618
Oklahoma City University	Andy Gibson	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	agibson@okcu.ed	(405) 744-6354
Autry Technology Center	Ashley Skrapke	Student Development	1201 W. Willow Road	Enid, OK 73703	askrapke@autryte ch.edu	(580) 242-2750
Tulsa Community College	Beverly Bailey	Communications	909 S. Boston	Tulsa, OK 74119	bbailey@tulsacc.e	(918) 595-7045
Cameron University	Career Services Coordinator	Career Services	2800 W. Gore	Lawton OK 73505	hirecameronaggie s@cameron.edu	(580) 581-6769
Oklahoma Baptist University	Careers Coordinator	Career Services	500 West University	Shawnee, OK 74804	career.services@o kbu.edu	
Oklahoma Christian University	Careers Coordinator	Career Services	P O Box 11000	Oklahoma City OK 73136	careerservices@oc .edu	(405) 425-5960
Oklahoma City University	Careers Coordinator	Career Services	2501 N. Blackwelder	Oklahoma City OK 73106	careerservices@o kcu.edu	(405) 208-5171
Resonance	Careers Coordinator	Careers	1608 South Elwood Avenue	Tulsa, OK 74119	resonance@reson ancetulsa.org	(918) 587-3888
University of Central Oklahoma	Careers Supervisor	Career Services	100 University Blvd.	Edmond OK 73034	careers@uco.edu	(405) 974-3346
Great Plains Technology Center	Carla Codopony	Career Services	4500 W. Lee Blvd	Lawton OK 73505	ccodopony@great plains.edu	(580) 250-5535
Rogers State University	Cathy Coomer	KRSC-FM	1701 W. Will Rogers Blvd.	Claremore OK 74017	ccoomer@rsu.edu	(918) 343-7670
Langston University	Cheryl Rainey	Student Employment	226 Page Hall	Langston OK 73050	cbrainey@langsto n.edu	(405) 466-3281
Office of Disability Concerns	Dalene Barton	Disability Program	2712 Villa Prom	Oklahoma City OK 73107-2423	Dalene.barton@od c.ok.gov	(405) 521-3756

Organization	Contact	Department	Address	City/State/Zip	E-mail	Telephone
University of Central Okiahoma	David Nelson	Communications	100 University Blvd.	Edmond OK 73034	dnelson7@uco.ed	(405) 974-2584
Northern Oklahoma College	Dean Pearcy	Communications	PO Box 310	Tonkawa, OK 74653	Dean.Pearcy@noc	(580) 628-6446
University of Central Oklahoma	Desiree Hill	Communications	100 University Blvd.	Edmond OK 73034	dhill33@uco.edu	(405) 974-2792
T ulsa Community College	Ed Taylor	Communications	909 S. Boston- MC423	Tulsa, OK 74119	etaylor@tulsacc.e	(918) 595-7217
Northeastern State University		Career Services	705 North Grand	Tahlequah, OK 74464-2300	careerservices@n suok.edu	(918) 456-5511
Oklahoma State University-OKC	Gill Smith	Student Employment	900 N. Portland	Oklahoma City OK 73107	sgilber@osuokc.e	(405) 945-8680
Oklahoma City Community College	Gwin Lippert	Communications	7777 S. May Avenue	Oklahoma City, OK 73159	gwin@lippertmedi a.com	(405) 982-1611
Oklahoma State University	Jack Hodgson	Communications	206 Paul Miller Building	Stillwater, OK 74078	jack.hodgson@ok state.edu	(405) 744-8282
Northwestern Oklahoma State University	Lisa Franz	Mass Communications	709 Oklahoma Blvd.	Alva, OK 73717	lifranz@nwosu.ed	(580) 327-8606
Canadian Valley Technology Center	Mindi Mitchell	Job Placement	6505 Highway 66	El Reno OK 73036	mlmitchell@cvtec h.edu	(405) 262-2629
University of Oklahoma	Kathy Adams	Gaylord College of Journalism & Mass Comm.	860 Van Vleet Oval	Norman OK 73019	kadams@ou.edu	(405) 325-2721
Oklahoma Christian University	Larry Jumey	Communications	P O Box 11000	Oklahoma City OK 73136	larry.jurney@oc.e du	(405) 425-5000
Rogers State University	Lee Williams	Communications	1701 W. Will Rogers Blvd.	Claremore OK 74017	lwilliams@rsu.edu	(918) 343-7505
Southern Nazarene University	Miriam Key	Career Placement	6729 NW 39 th Expressway	Bethany OK 73008	career@snu.edu	(405) 491-6684
Worldorce Oklahoma	Ron Julian	Career Services	2 N. Elgin	Tulsa OK 74120	Ronald.julian@oes c.state.ok.us	(918) 596-2153
Oklahoma Baptist University	Ronald Johnson	Communication Arts	500 West University	Shawnee, OK 74804	Ronald.Johnson@ okbu.edu	(405) 878-2351
RSU Public Television	Royal Ailis	KRSC-TV	1701 W. Will Rogers Blvd.	Claremore OK 74017	raills@rsu.edu	(918) 510-8397

Organization	Contact	Department	Address	C14 . / C4 - 4 - 471-		Talaskana
Southeastern Oklahoma State University	Scott Hensley	Career Planning and Placement	1405 N. 4th Avenue	Durant OK 74701- 0609	E-mail shensley@se.edu	Telephone (580) 745-2270
American Broadcasting School	Shawn Cockrell	Job Placement	4511 SE 29th Street	Oklahoma City OK 73115	shawn@radioscho ol.com	(405) 672-6511
University of Tulsa	Sherri Alexander	Career Services	600 S. College	Tulsa OK 74104	careerhelp@utulsa	(918) 631-2549
American Broadcasting School	Staci Cockrell	CEO	4511 SE 29th Street	Oklahoma City OK 73115	staci@radioschool	(405) 672-6511
Cameron University	Steve Adams	Communications	2800 W. Gore	Lawton OK 73505	stevea@cameron.	(580) 581-2477
Tinker Air Force Base		Veteran Employment	6001 Arnold Street	Tinker AFB, OK	edu	(405) 734-5686
Eastern Oklahoma County Technology Center	Vickey Davies	Career Services	4601 N. Choctaw Road	73145 Choctaw OK 73020	vdavies@eoctech. edu	(405) 390-9591
Oklahoma City University	Wendy Brunner	Communications	2501 N. Blackwelder	Oklahoma City OK 73106	gmbrunner@okcu, edu	(405) 744-6354

The following contact do not accept email, but suggest you post directly to their websites.

Southern Oklahoma Tech	Sandy Babcock	Academic Enhancement	2610 Sam Noble Parkway	Ardmore OK 73401	www.sotc.edu Career Connection	(580) 223-2070
University of Oklahoma		Career Services	900 Asp Ave. Suite 323	Norman OK 73019	www.ou.joinhands hake.com/	(405) 325-1974



April 15, 2024

Ashley Hibler The House FM P O Box 14 Ponca City, OK 74602

Ashley:

This will confirm The House FM's participation in the OAB Education Foundation's Student Day Career Fair on April 4, 2024, at the River Spirit Hotel in Tulsa, Oklahoma. There were 85 students in attendance representing the following Oklahoma colleges and universities:

Langston University
Oklahoma Baptist University
Oklahoma City University
Oklahoma State University
Rogers State University
University of Central Oklahoma
University of Oklahoma
Northern Oklahoma College
Oral Roberts University

Nancy Norden Struly

Thank you for your participation.

Sincerely,

Nancy Nordeen Struby

COO

6520 N. Western Avenue, Suite 104 + Oklahoma City, Oklahoma 73116 (405) 848-0771 + Fax (405) 848-0772 + Website: www.oabok.org + E-mail: struby@oabok.org