

KOSU Diversity Statement

KOSU is a public media organization owned by Oklahoma State University, a land-grant institution of higher learning. Both institutions are committed to excellence in diversity and inclusion. We strive to maintain a welcoming and inclusive environment that appreciates and values all members of our staff, volunteers, listening audience and the University community. We define diversity as engagement in meaningful actions, behaviors, and conversations that reflect a commitment to recognizing, understanding, and respecting the differences among students, faculty, staff, and visitors within KOSU and throughout the OSU system. We do not condone acts, behavior, language, or symbols that represent or reflect intolerance or discrimination. KOSU shares OSU's dedication to cultivating and enriching the competitive advantages that diversity and inclusion provides all members of the public radio and University communities. We identify diversity as a quality of life issue, as well as an important economic driver for the prosperity and well-being of the state, nation, and world.

KOSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

EEO Public File Report

Covering the period of February 1, 2016 to January 31, 2017:

Station KOSU-FM, Stillwater, Ok

Station KOSR-FM, Stillwater, OK

Station KOSN-FM, Ketchum, 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 HR contact: Jennifer Moody

During the period specified in this report, the following full-time vacancies were filled in the following manner:

There were no full-time vacancies filled during the filing period.

Included in this report are the EEO and "Prong 3" initiatives implemented during the year. "Prong 3" Initiatives: Supplemental recruitment activities undertaken by KOSU91.7/KOSR 88.3/KOSN 107.5. Supplemental outreach initiatives and commitment to Equal Employment Opportunity.

Community Events On Tap, a conversation series held at Picasso Café, 3009 Paseo, Oklahoma City, OK 73103. 405-602-2002 Premiere on Film Row at KOSU OKC, 726 West Sheridan Ave., Suite 100, Oklahoma City, OK 73102.

Internship Programs Casey Allyn Gosnell Internship 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 paid student reporting position with an emphasis on arts and cultural reporting, but expanded to include general reporting assignments as need arises. Personnel Involved: Kelly Burley, KOSU Director; Rachel Hubbard, KOSU Associate Director; Ryan LaCroix, Manager of Operations.

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 production tasks. Personnel Involved: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Michael Cross, Morning Edition Host; Ryan LaCroix, Manager of Operations.

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: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Mairead Todd, KOSU Membership Specialist; Joanna Self, KOSU Administrative Assistant; Michael Cross, KOSU Morning Edition Host.

Job Fair Oklahoma Association of Broadcasters Student Job Fair Location: Skirvin Hotel, 1 Park Avenue, Oklahoma City, OK 73102 from 10am to 11:30am. Personnel Involved: Kelly Burley, KOSU Director, Mairead Todd, KOSU Membership Specialist.

KOSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

EEO Public File Report

Covering the period of February 1, 2015 to January 31, 2016:

Station KOSU-FM, Stillwater, Ok

Station KOSR-FM, Stillwater, OK

Station KOSN-FM, Ketchum, 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 HR contact: Jennifer Moody

During the period specified in this report, the following full-time vacancies were filled in the following manner:

Job Title: News Reporter

Number of applicants interviewed: 3

Recruitment Source of Person Hired & Finalists:

Oklahoma State University Human Resources/job Web site

106 Whitehurst Hall, Stillwater, OK 74078

405-744-5373 or osu-hr@okstate.edu

KOSU HR contact: Jennifer Moody

Number of people interviewed: 3

Other recruitment sources

2. CPB Jobs Listing Website

Address: 401 9th St. NW, Washington DC, 20049 202-879-9600

3. Current Magazine

Address: 1612 K St. NW, Suite 704, Washington DC, 20006 202-463-7055

4. HigherEdJobs

Address: 715 Lake Street, Suite 400, Oak Park, IL 60301, 814-861-3080.

5. Association of Public and Land Grant Universities

Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040

6. ClassifiedAds.com

Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com

7. Hero 2 Hired

422 West Loveland Ave., Loveland, OH 45140, 513-683-5020

8. AbilityLinks

Address: 26W171 Roosevelt Road, Wheaton, IL, 60187, 630/909-7440 Contact: Ken Skord

9. Aftercareers.com

Address: n/a

Total number of applicants interviewed: 0

10. Oklahoma Workforce

Address: <http://oklahomaworks.gov>, 405-945-3572

Job Title: Membership Specialist

Number of applicants interviewed: 3

Recruitment Source of Person Hired & Finalists:

Oklahoma State University Human Resources/job Web site

106 Whitehurst Hall, Stillwater, OK 74078

405-744-5373 or osu-hr@okstate.edu

KOSU HR contact: Jennifer Moody

Other Recruitment Sources:

2. CPB Jobs Listing Website

Address: 401 9th St. NW, Washington DC, 20049 202-879-9600

3. Current Magazine

Address: 1612 K St. NW, Suite 704, Washington DC, 20006 202-463-7055

4. HigherEdJobs

Address: 715 Lake Street, Suite 400, Oak Park, IL 60301, 814-861-3080.

5. Association of Public and Land Grant Universities

Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040

6. ClassifiedAds.com

Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com

7. U.S. Military Pipeline

Address: 4819 Emperor Boulevard, Suite 305, Durham, NC 27703 admin@futuresinc.com

8. AbilityLinks

Address: 26W171 Roosevelt Road, Wheaton, IL., 60187, 630/909-7440 Contact: Ken Skord

9. OK Job Match

3006 E. 6th Stillwater, OK 74074 405-624-1450 manager.Stillwater@oesc.state.ok.us

KOSU is in compliance with the Federal Communications Commission's Broadcast Equal Employment Opportunity Rules EEO Public File Report (Feb 2003) and the Broadcast Employment Opportunity Longer Term Initiatives Reporting Filing Requirements (Feb 2003) which went into effect March 10, 2003. When positions are available, notice of such position openings were widely disseminated. Parties interested in receiving notice of position openings were encouraged to request notice by contacting KOSU, Attention Kelly Burley, Director, 303 Paul Miller Building, Oklahoma State University, Stillwater, OK 74078.

Included in this report are the EEO and “Prong 3” initiatives implemented during the year. “Prong 3” Initiatives: Supplemental recruitment activities undertaken by KOSU91.7/KOSR 88.3/KOSN 107.5. Supplemental outreach initiatives and commitment to Equal Employment Opportunity.

Community Events

On Tap, a conversation series held at Picasso Café, 3009 Paseo, Oklahoma City, OK 73103. 405-602-2002
Premiere on Film Row at KOSU OKC, 726 West Sheridan Ave., Suite 100, Oklahoma City, OK 73102

Internship Programs

Casey Allyn Gosnell Internship

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 paid student reporting position with an emphasis on arts and cultural reporting, but expanded to include general reporting assignments as need arises.

Personnel Involved: Kelly Burley, KOSU Director; Rachel Hubbard, KOSU Associate Director; Ryan LaCroix, Manager of Operations.

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 production tasks.

Personnel Involved: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Michael Cross, Morning Edition Host; Ryan LaCroix, Manager of Operations.

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: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Mairead Todd, KOSU Membership Specialist; Joanna Self, KOSU Administrative Assistant; Michael Cross, KOSU Morning Edition Host.

Job Fair

Oklahoma Association of Broadcasters Student Job Fair

Location: Skirvin Hotel, 1 Park Avenue, Oklahoma City, OK 73102 from 10am to 11:30am.

Personnel Involved: Kelly Burley, KOSU Director, Mairead Todd, KOSU Membership Specialist.

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EEO Public File Report

Covering the period of February 1, 2014 to January 31, 2015:

Station KOSU-FM, Stillwater, Ok

Station KOSR-FM, Stillwater, OK

Station KOSN-FM, Ketchum, 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 HR contact: Jennifer Moody

During the period specified in this report, the following full-time vacancies were filled in the following manner:

Job Title: Sales Development Representative

Number of applicants interviewed: 3

Recruitment Source of Person Hired & Finalists:

Oklahoma State University Human Resources/job Web site

106 Whitehurst Hall, Stillwater, OK 74078

405-744-5373 or osu-hr@okstate.edu

KOSU HR contact: Jennifer Moody

Other Recruitment Sources:

2. CPB Jobs Listing Website

Address: 401 9th St. NW, Washington DC, 20049 202-879-9600

3. HigherEdJobs

Address: 715 Lake Street, Suite 400, Oak Park, IL 60301, 814-861-3080.

4. Association of Public and Land Grant Universities

Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040

5. Aftercareers.com

Address: n/a

6. Hero 2 Hired

Address: 422 West Loveland Ave., Loveland, OH 45140, 513-683-5020

7. ClassifiedAds.com

Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com

8. AbilityLinks.org

Address: 26W171 Roosevelt Road, Wheaton, IL, 60187, 630/909-7440 Contact: Ken Skord

9. Oklahoma Workforce

Address: <http://oklahomaworks.gov>, 405-945-3572

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Included in this report are the EEO and "Prong 3" initiatives implemented during the year. "Prong 3" Initiatives: Supplemental recruitment activities undertaken by KOSU91.7/KOSR 88.3/KOSN 107.5. Supplemental outreach initiatives and commitment to Equal Employment Opportunity.

Community events

On Tap, a conversation series held at Picasso Café, 3009 Paseo, Oklahoma City, OK 73103. 405-602-2002
Premiere on Film Row at KOSU OKC, 726 West Sheridan Ave., Suite 100, Oklahoma City, OK 73102.

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 production tasks.

Personnel Involved: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Michael Cross, Morning Edition Host; Ryan LaCroix, Manager of Operations.

College Student Employment

Location: KOSU Stillwater

Description: 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: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Paula Brown, KOSU Membership Specialist; Joanna Self, KOSU Administrative Assistant; Michael Cross, KOSU Morning Edition Host.

Educational Programs

Location: School of Media and Strategic Communications, Oklahoma State University

Description: 16 week, three credit-hour course, MC5883, exposed graduate students to concepts related to nonprofit media management, including staffing, branding, audience metrics, programming, ethical issues, sales/underwriting, philanthropic giving and technology. KOSU hosted five students at approximately 250 total hours. Two students in the class were recruited to work at KOSU, one as a production intern and the other as a part time administrative assistant.

Personnel involved: Kelly Burley, KOSU Director.

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EEO Public File Report

Covering the period of February 1, 2013 to January 31, 2014:

Station KOSU-FM, Stillwater, Ok

Station KOSR-FM, Stillwater, OK

Station KOSN-FM, Kethum, 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 HR contact: Jennifer Moody

During the period specified in this report, the following full-time vacancies were filled in the following manner:

Job Title: Assistant Manager, Operations

Number of applicants interviewed: 3

Recruitment Source of Person Hired & Finalists:

Oklahoma State University Human Resources/job Web site

106 Whitehurst Hall, Stillwater, OK 74078

405-744-5373 or osu-hr@okstate.edu

KOSU HR contact: Jennifer Moody

Other Recruitment Sources:

2. CPB Jobs Listing Website

Address: 401 9th St. NW, Washington DC, 20049 202-879-9600

3. Current Magazine

Address: 1612 K St. NW, Suite 704, Washington DC, 20006 202-463-7055

4. HigherEdJobs

Address: 715 Lake Street, Suite 400, Oak Park, IL 60301, 814-861-3080.

5. Association of Public and Land Grant Universities

Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040

6. ClassifiedAds.com

Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com

7. Hero 2 Hired

422 West Loveland Ave., Loveland, OH 45140, 513-683-5020

8. AbilityLinks

Address: 26W171 Roosevelt Road, Wheaton, IL., 60187, 630/909-7440 Contact: Ken Skord

9. OK Job Match

3006 E. 6th Stillwater, OK 74074 405-624-1450 manager.Stillwater@oesc.state.ok.us

Job Title: Host/Reporter

Number of applicants interviewed: 3

Recruitment Source of Person Hired & Finalists:

Oklahoma State University Human Resources/job Web site

106 Whitehurst Hall, Stillwater, OK 74078

405-744-5373 or osu-hr@okstate.edu

KOSU HR contact: Jennifer Moody

Other Recruitment Sources:

2. CPB Jobs Listing Website

Address: 401 9th St. NW, Washington DC, 20049 202-879-9600

3. Current Magazine

Address: 1612 K St. NW, Suite 704, Washington DC, 20006 202-463-7055

4. HigherEdJobs

Address: 715 Lake Street, Suite 400, Oak Park, IL 60301, 814-861-3080.

5. Association of Public and Land Grant Universities

Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040

6. ClassifiedAds.com

Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com

7. Aftercareers.com

Address: n/a

8. Hero 2 Hired

422 West Loveland Ave., Loveland, OH 45140, 513-683-5020

9. AbilityLinks

Address: 26W171 Roosevelt Road, Wheaton, IL., 60187, 630/909-7440 Contact: Ken Skord

10. Oklahoma Workforce

Address: <http://oklahomaworks.gov>, 405-945-3572

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Included in this report are the EEO and "Prong 3" initiatives implemented during the year. "Prong 3" Initiatives: Supplemental recruitment activities undertaken by KOSU91.7/KOSR 88.3/KOSN 107.5. Supplemental outreach initiatives and commitment to Equal Employment Opportunity.

Community Events

On Tap, a conversation series held at Picasso Café, 3009 Paseo, Oklahoma City, OK 73103. 405-602-2002
Premiere on Film Row at KOSU OKC, 726 West Sheridan Ave., Suite 100, Oklahoma City, OK 73102

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 production tasks.

Personnel Involved: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Michael Cross, Morning Edition Host; Ryan LaCroix, Manager of Operations.

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: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Paula Brown, KOSU Membership Specialist; Joanna Self, KOSU Administrative Assistant; Michael Cross, KOSU Morning Edition Host.

KOSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

EEO Public File Report

Covering the period of February 1, 2012 to January 31, 2013:

Station KOSU-FM, Stillwater, Ok

Station KOSR-FM, Stillwater, OK

Station KOSN, Ketchum, 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 HR contact: Jennifer Moody

During the period specified in this report, the following full-time vacancies were filled in the following manner:

Job Title: Manager, Engineering/IT

Number of applicants interviewed: 2

Recruitment Source of Person Hired & Finalist:

Oklahoma State University Human Resources/job Web site

106 Whitehurst Hall, Stillwater, OK 74078

405-744-5373 or osu-hr@okstate.edu

KOSU HR contact: Jennifer Moody

Other Recruitment Sources:

2. CPB Jobs Listing Website

Address: 401 9th St. NW, Washington DC, 20049 202-879-9600

3. Current Magazine

Address: 1612 K St. NW, Suite 704, Washington DC, 20006 202-463-7055

4. HigherEdJobs

Address: 715 Lake Street, Suite 400, Oak Park, IL 60301, 814-861-3080.

Total number of applicants interviewed: 0

5. Association of Public and Land Grant Universities

Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040

6. Top Jobs in Education (TEDjobs.com)

Address: 485 Devon Park Drive, Suite 116, Wayne, PA, 19087 info@academiccareers.com

7. OK4free.com

Address: n/a

8 Oklahoma Workforce

Address: <http://oklahomaworks.gov>, 405-945-3572

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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/KOSR 88.3/KOSN 107.5. Supplemental outreach initiatives and commitment to Equal Employment Opportunity.

Community Events

On Tap, a conversation series held at Picasso Café, 3009 Paseo, Oklahoma City, OK 73103. 405-602-2002

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 production tasks.

Personnel Involved: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Michael Cross, Morning Edition Host; Ryan LaCroix, Manager of Operations.

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: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Paula Brown, KOSU Membership Specialist; Joanna Self, KOSU Administrative Assistant; Michael Cross, KOSU Morning Edition Host.

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EEO Public File Report

Covering the period of February 1, 2011 to January 31, 2012:

Station KOSU-FM, Stillwater, Ok

Station KOSR-FM, Stillwater, OK

Station KOSN-FM, Ketchum, 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 HR contact: Jennifer Moody

During the period specified in this report, the following full-time vacancies were filled in the following manner:

Job Title: Reporter

Number of applicants interviewed: 5

Recruitment Source of Person Hired & Finalists:

Oklahoma State University Human Resources/job Web site

106 Whitehurst Hall, Stillwater, OK 74078

405-744-5373 or osu-hr@okstate.edu

KOSU HR contact: Jennifer Moody

Other Recruitment Sources:

[to Abilitylinks.com](http://Abilitylinks.com), Hero 2 Hired, aftercareers.com, classifiedads.com, Association of Public and Land Grant Universities, Oklahoma Workforce, and higheredjobs.com

2. CPB Jobs Listing Website

Address: 401 9th St. NW, Washington DC, 20049 202-879-9600

Total number of applicants interviewed: 0

3. Current Magazine

Address: 1612 K St. NW, Suite 704, Washington DC, 20006 202-463-7055

Total number of applicants interviewed: 0

4. HigherEdJobs

Address: 715 Lake Street, Suite 400, Oak Park, IL 60301, 814-861-3080.

Total number of applicants interviewed: 0

5. Association of Public and Land Grant Universities

Address: 1307 New York Avenue, NW, Suite 400, Washington, DC 20005, 202-478-6040

6. ClassifiedAds.com

Address: 200 112th Ave. NE, Suite 310, Bellevue, WA 98004, info@classifiedads.com

7. U.S. Military Pipeline

Address: 4819 Emperor Boulevard, Suite 305, Durham, NC 27703 admin@futuresinc.com

8. Hiring Our Heroes

422 West Loveland Ave., Loveland, OH 45140, 513-683-5020

9. AbilityLinks

Address: 26W171 Roosevelt Road, Wheaton, IL., 60187, 630/909-7440 Contact: Ken Skord

10. OK Job Match

3006 E. 6th Stillwater, OK 74074 405-624-1450 manager.Stillwater@oesc.state.ok.us

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Community Events

On Tap, a conversation series held at Picasso Café, 3009 Paseo, Oklahoma City, OK 73103. 405-602-2002

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 production tasks.

Personnel Involved: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Michael Cross, Morning Edition Host; Ryan LaCroix, Manager of Operations.

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: Kelly Burley, KOSU Director, Rachel Hubbard, KOSU Associate Director, Paula Brown, KOSU Membership Specialist; Joanna Self, KOSU Administrative Assistant; Michael Cross, KOSU Morning Edition Host.