

## **EEO Public File Report**

The purpose of this Annual EEO Public File Report for Broadcast Stations (this “Report”) is to comply with Section 73.2080(c)(6) of the Commission’s EEO Rules. This report has been prepared on behalf of the station employment unit (the “Station Employment Unit”) which is comprised of the following broadcast stations: KHBZ FM and KHOZ AM (the “Reporting Station”) is intended to be placed in the public inspection files, and on the website, of any of the Reporting Station by the applicable Commission deadline.

The information contained in this Report covers the time period from February 1, 2019 to, and including, January 31, 2020 (the “Reporting Period”). The Commission’s EEO Rules require that this Report contain the following additional information:

A list of all full-time vacancies filled by the Reporting Station during the Reporting Period, identified by job title;

For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the Commission’s EEO rules, which should be separately identified), identified by name, address, contact person and telephone number;

Data reflecting the total number of persons interviewed during the preceding year;

The recruitment source that referred the potential employee for each full-time vacancy during the Reporting Period;

Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;

A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the Commission’s EEO Rules during the Reporting period.

**KHOZ Radio, LLC**

**KHOZ-AM – Facility ID #26234**

**KHOZ-FM – Facility ID #26235**

FCC 396 – Narrative Statement

KHOZ, LLC is dedicated to providing broad outreach regarding job vacancies at our radio stations. Community organizations that wish to receive a listing of our vacancy information should contact Laura Miller at 417-337-7855. Anyone interested should visit [www.1029theZ.com](http://www.1029theZ.com) or [www.khozam900.com](http://www.khozam900.com) for an online listing of job openings at all Ozark Mountain Media Group stations.

KHOZ Radio, LLC are equal opportunity employers. Women and minorities are encouraged to apply.

***Full time employees as of January 31, 2019***

General Manager – Paul Coates  
#1 Sales Position – Charita Brashers  
#2 Sales Position – Roger Lowery  
#3 Sales Position –

News Reporter #1 – Coleman Smith  
News Reporter #2 -  
News Reporter #3 -

Operations Manager – Lisa Johnson  
Program Director – Coleman Smith  
Sports Director – Scott McCaulley  
Studio Engineer - Stefanie Wright

Office / Traffic Manager – Laura Miller

*Vacancies Filled February 1, 2019 to January 31, 2020*

Sales Position #2

Full Time Position opened May 2019

Position filled August 2019

Number of interviews – 4

Recruitment source – employee recommended

Total number of interviews conducted February 2019 through January 2020 - 12

Number of Interviews Per Recruitment Source

Radio ads – 4

Website ads - 5

Employee Referral - 3

MissouriCareerSource.com - 0

Greathires.org - 0

Branson Sr. Center - 0

College of the Ozarks - 0

Ozarks Technical College - 0

SW Baptist University - 0

Missouri State University - 0

Central Baptist College - 0

Baptist Bible College - 0

NW Missouri State University – 0

All Access Radio - 0

Craigslist - 0

MoWorks – 0

Boone County Senior Center – 0

Arkansas Workforce Center – 0

Arkansas Job Link – 0

University of Arkansas Career Center – 0

### ***Supplemental Recruitment Initiatives***

Recruitment effort performed through area high schools and colleges by offering Internship Program information in all Career Days attended. Interns learn all aspects of broadcasting; studio knowledge, sales and marketing, business and community projects.

#### ***Career Days and Job Fairs***

College of the Ozarks Spring Career Day held March 2019

Station representatives manned booth, distributed station information and employment applications and presented information on station's internship program.

North Arkansas College 2019 College of Business and Technology Job Fair held March 2018. Station representative manned booth, distributed station information and employment applications and presented information on station's internship program.

#### ***Media Participation in Education***

2019 - 2020 School year (September 2019 through May 2020) Teacher of the Month awarded to teachers in area schools. Janet Ellis and various station representatives and sponsors presented awards and class party. Various aspects of broadcasting were discussed with a question and answer session for the students. Sound bytes of teacher and class recorded and aired. Pictures, sound bytes and brief synopsis posted on website each month.

January 2020 had local Boy Scout troop record and tour the station and studios.

#### ***Management Level Employment Training***

Employment training for upper level management conducted by company CEO held at quarterly manager's meeting.

Seminars hosted by Missouri Broadcasters Association annual convention attended by upper management.

Subscription to "Manager's Legal Bulletin" for station and office managers.

#### ***Recruitment Sources***

Hometowndailynews.com website

Radio ads on KOMC, KRZK, KHBZ, and KHOZ

Branson Senior Center, Sylvia Moore, 201 Compton Ridge, Branson, MO 65616, 417-335-4801

Missouri Career Center, [www.greathires.org](http://www.greathires.org). [www.MissouriCareerSource.com](http://www.MissouriCareerSource.com)

(Missouri Division of Employment Security).

College of the Ozarks, Career Center, PO Box 17, Point Lookout, MO 65726,  
800-222-0525. [career@cofo.edu](mailto:career@cofo.edu).

Ozarks Technical College, 1001 E. Chestnut Exp., Springfield, MO 65802, 417-  
447-8888. <http://www.collegecentral.com/otc>

Missouri State University, [careercenter.missouristate.edu/employers/jobpost.htm](http://careercenter.missouristate.edu/employers/jobpost.htm).  
901 S. National Ave., Springfield, MO 65897, 417-836-500

All Access, [www.allaccess.com](http://www.allaccess.com).

Craigslist, [www.craigslist.com](http://www.craigslist.com).

North Arkansas College, 1515 Pioneer Dr., Harrison, AR 72601, 870-743-3000

Boone County Senior Center, 1516 Rock Springs Rd., Harrison, AR 72601, 870-741-1505

Arkansas Workforce Center, 818 Hwy 62/65, Harrison, AR 72601, 870-741-8236

Arkansas Job Link, Anna Howard, North Arkansas economic Development District,  
[www.arjoblink.arkansas.gov](http://www.arjoblink.arkansas.gov).

University of Arkansas, Career Center, Fayetteville, AR [www.recruit@uark.edu](http://www.recruit@uark.edu)

Harrison Daily Times