

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Videographer	1-2, 4-18, 20-35, 37-41, 43-46, 48-49	20
Digital Marketing Consultant	1-2, 4-19, 21-46, 48	11
Digital Marketing Consultant	1-2, 4-19, 21-46, 48	19
Traffic Assistant	1-2, 4-10, 13, 15-19, 21-35, 37-49	47
Digital Marketing Consultant	1-5, 7-10, 13, 15-19, 21-48	47
Digital Marketing Consultant	1-2, 4-5, 7-10, 15-19, 21-34, 36-48	47

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
2	Briar Cliff University/Career Development Center 3303 Rebecca Street Heelan Hall/Room 057 Sioux City, Iowa 51104 Phone : 712-279-5455 Url : www.briarcliff.edu Email : Joshua.Cobbs@briarcliff.edu Joshua Cobbs	Y	0
3	Career Fair (see Section III)	N	1
4	Central Methodist College 411 Central Methodist Square Fayette, Missouri 65270 Phone : 660-248-6986 Url : www.centralmethodist.edu Email : career@centralmethodist.edu Fax : 1-660-248-6980 Nicolette Yevich	N	0
5	Central Missouri State University Career Services Center WDE 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Url : www.ucmo.edu Email : recruiter@ucmo.edu Fax : 1-660-543-4668 Amber Goreham	N	0
6	College of the Ozarks 1 Industrial Place Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : www.cofu.edu Jim Freeman Manual Posting	N	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 573-288-6536 Url : www.culver.edu Email : rjarvis@culver.edu Robin Jarvis	N	0
8	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Url : devry.edu Gerry Ellis Manual Posting	N	0
9	Drury University 900 North Benton, FSC 114 Springfield, Missouri 65802 Phone : 417-873-7284 Url : drury.edu Email : career@drury.edu Fax : 1-417-873-7284 Emily Buckmaster	N	0
10	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Shai Harrison	N	0
11	Employee Referral	N	2
12	Evangel University 1111 N Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 Url : evangel.edu Email : weatherlyt@evangel.edu Fax : 1-417-520-0545 Thelma Weatherly	N	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Hannibal LaGrange College 2800 Palmyra Rd Hannibal, Missouri 63401 Phone : 573-221-3675 Url : hlg.edu Email : krichardson@hlg.edu Fax : 1-573-221-6594 Karry Richardson	N	0
14	Harris-Stowe State University 3026 Laclede Avenue St. Louis, Missouri 63103 Phone : 314-340-3512 Url : www.hssu.edu Email : careerengagement@hssu.edu Fax : 1-314-340-3389 Dr. LaTonia Collins Smith	N	0
15	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-931-5229 Fax : 1-816-421-6493 Pam Slade	N	0
16	Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 8163154230 Email : kmaloney@mokangoodwill.org Katherine Maloney	Y	0
17	Highland Community College 606 W Main Highland, Kansas 66035 Phone : 785-442-6010 Email : humanresources@highlandcc.edu Lexy Clark	Y	0
18	Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : john.delee@sjsd.k12.mo.us John DeLee	Y	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Indeed Website 6433 Champion Grandview Way Austin, Texas Url : www.indeed.com Shai Harrison Manual Posting	N	5
20	Indeed.com - Not Directly Contacted by SEU	N	3
21	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-789-3951 Email : lwarner@jeffco.edu Bob Gross	N	0
22	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas 66603 Phone : 785-235-1307 Email : info@kab.net Fax : 1-785-233-3052 Judy Clouse	Y	0
23	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5167 Url : lincolnu.edu Email : meyerj@lincolnu.edu Fax : 1-573-681-5165 John Meyer	N	0
24	Lindenwood College 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Url : lindenwood.edu Email : careerdevelopment@lindenwood.edu Fax : 1-636-949-4790 Dana Wehrli	N	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Maryville University 13550 Conway Road St Louis, Missouri 63141 Phone : 314-576-9300 Url : maryville.edu Email : career@maryville.edu Fax : 1-314-529-9923 Lynn Willits	N	0
26	Mineral Area College 5270 Flat River Road Park Hills, Missouri 63601 Phone : 573-518-3820 Url : mineralarea.edu Email : asheets@mineralarea.edu Alison Sheets	N	0
27	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	Y	0
28	Missouri Department of Higher Education & Workforce Development 301 South 7th Street St. Joseph, Missouri 64501 Phone : 816-236-9736 Url : www.greathires.org Email : david.scholz@dhewd.mo.gov Fax : 1-816-387-2029 David Scholz	Y	0
29	Missouri Southern State University 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu/career/index.php Email : HireALion@mssu.edu Nicole Brown	Y	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4080 Url : moval.edu Email : mckayk@moval.edu Fax : 1-660-831-4039 Kellie McKay	N	0
31	Missouri Vocational Rehabilitation 525 Jules Suite201 St Joseph, Missouri 64501 Phone : 816-617-9177 Email : matthew.gregg@vr.dese.mo.gov Matthew Gregg	Y	0
32	Missouri Western State University 4525 Downs Drive Student Placement Center St. Joseph, Missouri 64507 Phone : 816-271-4206 Email : careercenter@missouriwestern.edu Jean Foster	Y	0
33	National Association of Farm Broadcasting 1100 Platte Falls Road Platte City, Missouri 64079 Phone : 816-431-4032 Url : nafb.com Email : info@nafb.com Tom Brand	N	0
34	Northwest Missouri State University KXCV 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1163 Url : kxcv.org Email : jcoffey@nwmissouri.edu John Coffey	Y	0
35	Olin School of Business 1 Brookings Drive Box 1157 St. Louis, Missouri 63130 Phone : 314-935-5950 Url : olin.wustl.edu Lisa Wilson Manual Posting	N	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	On-Air Announcements (one or more SEU stations) 4104 Country Lane St. Joseph, Missouri 64506 Phone : 1-816-279-8280 Url : www.stjoeradio.com Email : liby.waltemath@eagleradio.net Liby Waltemath	N	0
37	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	0
38	Southern Illinois University/Edwardsville SIUE Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : sseiber@siue.edu Fax : 1-618-650-3656 Susan Seibert	Y	0
39	St Joseph Post 4104 Country Lane St. Joseph, Missouri 64506 Phone : 18162338881 Url : www.stjosephpost.com Email : brent.martin@eagleradio.net Brent Martin	N	0
40	St. Louis Community College 11333 Big Bend Road St. Louis, Missouri 63122 Phone : 314-984-7611 Url : stlcc.edu Email : CES@stlcc.edu Fax : 1-314-984-7447 Rita Reinhardt	N	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Stevens College 1200 East Broadway Columbia , Missouri 65215 Phone : 573-876-7101 Url : stephens.edu Email : career@stephens.edu Heather Mile-Mange	N	0
42	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Amanda Nell Manual Posting	N	0
43	Washburn University Career Services 1700 SW College Ave Morgan Hall 123 Topeka, Kansas 66621 Phone : 785-670-1450 Url : www.washburn.edu Email : kent.mcanally@washburn.edu Kent McAnally	Y	0
44	Webster University 568 Garden Avenue St. Louis, Missouri 63119-3141 Phone : 800-981-9805 Trezette Dixon Manual Posting	N	0
45	William Woods University One University Avenue Fulton , Missouri 65251 Phone : 573-592-4313 Url : williamwoods.edu Email : Amy.Dittmer@WilliamWoods.edu Fax : 1-573-592-1146 Amy Dittmer	N	0
46	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : kcwen.org Email : tbomar@kcwen.org Fax : 1-816-822-8607 Bomar Tonia	N	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Word of Mouth Referral	N	3
48	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
49	ZipRecruiter – Not Directly Contacted by SEU	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/25/2023	Provision of training to management	On January 25, 2023, the SEU's General Manager participated in a training entitled "Discovering Your 'Why' Through DE&I," which was offered at the Rising Above Summit held by P1 Learning. The training covered the importance of Diversity, Equity and Inclusion (DE&I), how DE&I efforts can fit into the SEU's everyday actions to create more inclusive workplaces, and the implementation process.	1	General Manager
2	2/3/2023	Participation in events or programs sponsored by educational institutions	The SEU hosted 4 groups of school tours from the Prairie Meadows Home School Organization on 2/3/23. There were a total of 44 students in attendance that wanted to learn more about broadcasting. The General Manager and one of the stations' On-Air Personality's led the tours to discuss programming and advertising positions and responsibilities. The students were able to record their voice as a demonstration and given a talk about "keeping the lights on" through advertising.	2	General Manager On-Air Personality
3	2/24/2023	Establishment of training programs for station personnel	The SEU put two of its new Marketing Consultants through a 7-week training program called P1 Plus, covering a number of broadcasting topics and skillsets. Participants watch more than 50 online video courses and take an exam at the end of each course. There are weekly calls with course instructors and weekly status updates that are sent to the participant's manager. Participants learn about topics such as advanced sales techniques and broadcast and digital sales, which will in turn will help them advance their career in the company.	3	Chief Revenue Officer Marketing Consultant Marketing Consultant

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)**EEO PUBLIC FILE REPORT****October 1, 2022 - September 30, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/14/2023	Participation in Job Fairs	The SEU co-sponsored a job fair with the HRMA of NW Missouri at Stoney Creek Inn & Conference Center on 3/14/23. Our SEU helped advertise for the job fair, including recruiting residents to attend the job fair in the stations' coverage area. 24 local businesses participated, including our SEU.	4	General Manager Marketing Consultant Marketing Consultant Marketing Consultant
5	4/21/2023	Establishment of an intern program designed to assist members of the community	Our SEU hosted an intern from Missouri Western State University during the Spring/Summer 2023 semester. The intern worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, the intern observed a variety of announcer duties, contributed to show prep, and assisted with various operations and programming responsibilities. The intern also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	4	General Manager President/CEO Chairman Intern
6	6/12/2023	Sponsorship of events in the community designed to increase public awareness	The SEU hosted a film camp and community event for the Youth Alliance and Youth Volunteer Corps Missouri Chapter. The event spanned over 4 days and included education on job offerings within a radio station, including video production. The camp consisted of script writing and film production for teenagers interested in film and video production.	3	General Manager Videographer Program Director