

**RESULTS RADIO
KTTR-KZNN-KDAA-KXMO
Rolla, Missouri**

**EEO REPORTING
October 1, 2022 – September 30, 2023**

KTTR-AM, KZNN-FM and KDAA-FM; Rolla, MO
KXMO-FM; Owensville, MO
KTTR-FM; St James, MO

All five (5) stations are combined in a sole operation configuration and thus are a single employment unit.

Responsibilities of Management/Enforcement/Dissemination of EEO Policies

Mike Thompson, General Manager of Results Radio, has overall responsibility of hiring and of enforcing all EEO policies and to continually review our employment unit's performance and adherence to the Commission's EEO rules.

All current employees have been advised of our stations' EEO policies and have received a written copy of same. Future employees will be advised of our EEO policies during the interview process. Employees have been encouraged to advise their immediate supervisor of any complaints they may have of prejudice or discrimination in the workplace.

Analysis of EEO Recruitment Programs/ Effectiveness/Pay/Benefit/Promotion and Selection Techniques

Results Radio, constantly analyzes its EEO Recruitment Program and to its effectiveness and outreach. Our pay and benefit plans are equitable for each appropriate position, and we attest that Results Radio, does not discriminate in hiring or promotion on the basis of sex, age, race or nationality. Our policy is to afford the opportunity for employment to all qualified persons.

**LIST OF ALL FULL-TIME VACANCIES FILLED FOR THE
PERIOD
OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Position</u>	<u>Date Hired</u>	<u>Source of Hire</u>
Sales	1/3/2023	Indeed
Admin	2/1/2023	Indeed
Programming	4/16/2023	In-House

Three (3) full-time employees hired during this EEO reporting period

YEARLY TOTAL NUMBER OF INTERVIEWS

**TOTAL NUMBER OF INTERVIEWEES REFERRED BY
EACH RECRUITMENT SOURCE**

Total Number of interviews for full time vacancies **10**

Results Radio On-Air Ad 2

Indeed 7

Current Employee Apply 1

**LIST OF RECRUITMENT SOURCES
USED FOR JOB VACANCIES**

Results Radio On-Air Ad	Contact: Mike Thompson, GM/SM
www.resultsradioonline.com	Radio Website
Missouri Broadcasters Association	MBAweb.org website
AllAccess	Website
Indeed.Com	Website
Missouri S&T	Human Resources Dept. 1870 Miner Circle Rolla, MO 65409
Columbia College	Human Resources Dept. 2303 N. Bishop Avenue Rolla, MO 65402
Missouri School of Journalism	Human Resources Dept. 103 Neff Hall Columbia, MO 63139
Rolla Area Chamber of Commerce	1301 Kingshighway Rolla, MO 65401 573-364-3577

**COMMUNITY GROUPS/ORGANIZATIONS
NOTIFIED**

Rolla Area Chamber of Commerce

1301 Kingshighway
Rolla, MO 65401
573-364-3577

St. James Chamber of Commerce

100 State Route B
St. James, MO 65559
573-265-6649

Rotary Club of Rolla

PO Box 1282
Rolla, MO 65402-1282
admin@rollarotary.org

SUPPLEMENTAL OUTREACH INITIATIVES
October 1, 2022 – September 30, 2023
KTTR-KZNN-KDAA-KXMO
ROLLA, MISSOURI

- 1st Initiative: Sponsored Missouri S&T Career Fair February 21, 2023 9am – 3pm held in the Gale Bullman Multi-Purpose Gymnasium. On display, 180 vendors and 800 plus attendees. Our station introduced attendees to the Broadcast Industry as well as possible recruitment initiatives to future potential employees.
- 2nd Initiative: The station attended Fort Leonard Wood Hiring Fair July 26, 2023 9am – 12pm, located in Dillard Hall, Building 470. Approximately 75 vendors and 500 plus attendees were in attendance throughout the fair. There was in depth discussion of our industry and employment opportunities to job seekers within our market.
- 3rd Initiative: The station attended the Rolla Regional Job Fair, August 22, 2023, 9am – 2pm held at Columbia College in Rolla. There were 100 vendors present and approximately 600 attendees. Broadcast industry and employment opportunities were discussed.
- 4th Initiative: Sponsored Missouri S&T Career Fair, Gale Bullman Multi-Purpose Gymnasium, September 26, 2023, 9 am – 3 pm. Over 200 vendors and 900 plus attendees. We discussed in depth our broadcast industry and various employment opportunities.

Although we continued with our supplemental outreach initiative to area colleges to post internship openings for introducing students to the Broadcast Industry, we had no intern recruitment during this EEO reporting period.

Activities to fulfill:

Sponsoring Missouri S&T Career Fair to be held in the Gale Bullman Multi-Purpose Gymnasium, February 20, 2024, 9 am – 3pm. Attendance expectations are 180 vendors and over 800 attendees. Our station will introduce attendees to the Broadcast Industry as well as possible recruitment of future potential employees.