

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

**EEO REPORTING
October 1, 2017 – September 30, 2018**

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

John Caran, 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, 2017 – SEPTEMBER 30, 2018**

<u>Position</u>	<u>Date Hired</u>	<u>Source of Hire</u>
General Manager	10/18/2017	Outside Referral
Program	01/29/2018	Results Radio Employee Referral
Program	01/29/2018	St Louis Broadcast Center
Bookkeeping	03/18/2018	Rolla Daily News
Program	03/21/2018	All-Access
Sales	04/30/2018	On-Air Ad
Sales	06/18/2018	On-Air Ad
Traffic	06/18/2018	On-Air Ad
Traffic	07/16/2018	On-Air Ad
General Manager	09/18/2018	Results Radio Employee Re-hire

Ten (10) 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	25
Outside Referral	1
Results Radio On Air Ad	7
Results Radio Website	3
Results Radio Employee Referral	1
Results Radio Employee Re-Hire	1
Missouri Broadcasters Assoc Ad	1
St Louis Broadcast Center	2
All Access	7
Rolla Daily News	2

LIST OF RECRUITMENT SOURCES USED FOR JOB VACANCIES

Results Radio On-Air Ad	Contact: John Caran, GM/SM
St. Louis Broadcast Center	2360 Hampton Avenue St. Louis, MO 63139 (314) 647-8181
www.resultsradioonline.com	Radio Website
Missouri Broadcasters Association	MBAweb.org website
AllAccess	Website
Rolla Daily News	Meli –Classified 573-364-2468
Metro Business College	Human Resources Dept. 1202 East Highway 72 Rolla, MO 65401
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

**COMMUNITY GROUPS/ORGANIZATIONS
NOTIFIED**

National Association for the
Advancement of Colored People

Rolla Branch Unit #4093
PO Box 1524
Rolla, MO 65402

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, 2017 – September 30, 2018
KTTR-KZNN-KDAA-KXMO
ROLLA, MISSOURI

- 1st Initiative: Sponsored Missouri S&T Career Fair February 13, 2018 9am – 3pm held in the Gale Bullman Multi Purpose Gymnasium. On display, 175+ 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: Co-sponsored the Fort Leonard Wood Bi-Annual Job Fair December 7, 2017 11 am – 2:00 pm, located in the Fort Leonard Wood National Guard Armory. Approximately 75 vendors and 400 + 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 Fort Leonard Wood Mini Job Fair, January 18, 2018 11 am – 2 pm being held at the Fort Leonard Wood National Guard Armory. There were 100 + vendors present and approximately 500 attendees. Broadcast industry and opportunities discussed.
- 4th Initiative: Sponsored Missouri S&T Career Fair, Gale Bullman Multi-Purpose Gymnasium, September 25, 2018, 9 am – 3 pm. Over 200 vendors and 700 + attendees where we discussed in depth our broadcast industry and various employment opportunities.
- Attended Fort Leonard Wood Mini Job Fair August 25, 2018 11am-1 pm. Located in the Ft Leonard Wood National Guard Armory. There were 15 + vendors and 100 attendees present.

Sponsored MAXimize seminar on how to maximize your advertising dollars thru MAX results products offered through Results Radio. Event was held Thursday, March 29, 2018, 5-7 pm at the Public House Brewing Company in St. James, Missouri.

Co-sponsored with Phelps County Regional Medical Center, the Women's Night Out, Tuesday, April 26, 2018 at the Rolla Lions Club 5 pm – 8 pm.

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:

Planning to co-sponsor the Fort Leonard Wood Bi-Annual Job Fair scheduled for December 6, 2018, 11 am – 2 pm located at the Fort Leonard Wood National Guard Armory. Approximately 75 vendors and 500 attendees expected at this job fair. During this EEO event, our station will discuss our industry to job seekers within our market.

Attending the Fort Leonard Wood Mini Job Fair scheduled for January 17, 2019 11 am – 2 pm, to be held in the Fort Leonard Wood National Guard Armory. Expecting 100 vendors and 600 plus attendees.

Sponsoring Missouri S&T Career Fair to be held in the Gale Bullman Multi Purpose Gymnasium, September 24, 2019, 9 am – 3 pm. 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.