

EEO Public File Report – Ozark Mountain Media Group, LLC

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: KCAX, KOMC and KRZK (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 October 1, 2021 to, and including, September 30, 2022 (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.

Ozark Mountain Media Group, LLC [Branson, Missouri Stations Employment Unit]

KCAX Facility ID #68415

KOMC FM Facility ID #34328

KRZK FM Facility ID #68416

FCC 396 – Narrative Statement

Ozark Mountain Media Group, LLC [Branson, Missouri Stations Employment Unit] is dedicated to providing broad outreach regarding job vacancies at our radio stations. Community organizations that wish to receive a listing of our job vacancies should email jobs@ozarkdynacom.com or call 417-337-7855. Anyone interested should visit ozarksdynacom.com for an online listing of job openings at our radio stations. KRZK, KOMC, and KCAX are equal opportunity employers. Women and minorities are encouraged to apply.

Full time openings filled between October 1st , 2021 and September 30th , 2022:

1. Sales Associate

- Opened: 10/1/2021
- Filled: 11/29/2021
- Recruitment Efforts
 - On-Air Announcements
 - Station website postings
- Interviews Completed: 3
 - Interview 1: 10/12/2021
 - Recruited by: Radio Ad
 - Interview 2: 10/28/2021
 - Recruited by: Radio Ad
 - Interview 3: 11/2/2021
 - Recruited by: Facebook Jobs
- Hired: Christian Warren

Recruitment Details

1. Total Number of Full-Time Opening Interviewees:

- a. 1

2. Recruitment Sources

- a. Station websites Careers page for KOMC KRZK KCAX
 - i. # of Referred Interviewees: 0
- b. Radio ads on KOMC, KRZK, and KCAX
 - i. # of Referred Interviewees: 0
- c. Facebook Jobs
 - i. # of Referred Interviewees: 1
- d. College of the Ozarks, Career Center
PO Box 17, Point Lookout, MO 65726, 800-222-0525. career@cofo.edu.
 - i. # of Referred Interviewees: 0
- e. North Arkansas College
1515 Pioneer Dr, Harrison, AR 7260, 870-743-3000
 - i. # of Referred Interviewees: 0
- f. Employee Referral
 - i. # of Referred Interviewees: 0
- g. Missouri Job Center
2720 Shepherd of the Hills Expy B, Branson, MO 65616, (417) 334-4156
 - i. # of Referred Interviewees: 0

Supplemental Recruitment Initiatives

- 1. Internship Program** 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.
- 2. Career Days and Job Fairs**
 - College of the Ozarks Spring Career Day held March 9, 2022.
 - Station representatives manned booth, distributed station information and employment applications and presented information on station's internship program.
 - North Arkansas College 2021 College of Business and Technology Job Fair held March 10, 2022
 - Station representative manned a booth and distributed station information and employment applications and presented information on station's internship program.
 - College of the Ozarks Spring Career Day held September 28, 2022.
 - Station representatives manned booth, distributed station information and employment applications and presented information on station's internship program.
- 3. Go CAPS**
 - Branson High School community initiative. Places highschoolers in local businesses from September through April to better understand different industries in consideration of future employment decisions and opportunities. Includes station tours and time spent in each department.