

Joan Stewart
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Washington, DC 20006
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December 6, 2023

VIA POSTING TO FCC ONLINE PUBLIC INSPECTION FILE

wiley.law

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: **Response to Broadcast EEO Audit Letter
Alpha Media Licensee, LLC
KFBD-FM, Waynesville, Missouri
Facility ID No. 4259**

Dear Ms. Goldin:

On behalf of Alpha Media Licensee, LLC, licensee of the above referenced broadcast station in the Lebanon-Waynesville, Missouri station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of October 30, 2023 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Les Tuttle, Regional Vice President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

/s/ Joan Stewart

Joan Stewart
Counsel to Alpha Media Licensee, LLC

cc: *EB-EEO@fcc.gov*

DECLARATION OF LES TUTTLE, REGIONAL VICE PRESIDENT

I, Les Tuttle, hereby declare as follows:

1. I am a Regional Vice President for Alpha Media Licensee LLC (“Alpha”), the licensee of KFBD-FM, Waynesville, Missouri (FID 4259), which is part of a station employment unit based in Lebanon-Waynesville, Missouri and which includes KBNN, Lebanon, MO (FID 51093), KIIK, Waynesville, MO (FID 4260), KJEL, Lebanon, MO (FID 51094), KJPW, Waynesville, MO (FID 53877), and KOZQ-FM, Waynesville, MO (FID 53876) (the “SEU” or “Unit”). This Statement and relevant attachments are being submitted in response to the October 30, 2023 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission’s Enforcement Bureau, concerning a random audit of EEO compliance (the “EEO Audit Letter”).
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web addresses of the stations in this SEU are as follows: <https://www.myozarksonline.com/> and stations KJEL-FM, KBNN-AM, KFBD-FM, KOZQ-FM, KJPW-AM and KIIK-AM. A copy of the current EEO Public File Report is included on or linked to each of these websites. All stations are listed and linked on this site.
5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU’s above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B.
6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.
7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit’s performance of two points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 15 full-time employees and all of our stations are located in a market with a population of less than 250,000. Accordingly, the SEU is required to perform at least two points worth of recruitment

initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that Alpha has disseminated copies of the "EEO Basics Binder," a comprehensive manual on FCC EEO compliance authored by Alpha's communications counsel, Wiley Rein LLP. It includes advice on how SEUs are to engage in broad recruitment for job vacancies, undertake recruitment initiatives and provides sample forms for collecting and maintaining the necessary recruitment records. Alpha also provides online training webinars on FCC EEO compliance to its stations at periodic times throughout the year. Additionally, Alpha uses a software program to provide additional training on preventing discrimination and harassment as well as ways to increase diversity and inclusion. Alpha's Human Resources department also issues compliance reminders and encourages additional outreach where necessary.

At the local level, this SEU airs outreach ads daily on all stations requesting the public or any organization that might wish to be notified of job vacancies to contact our Market Manager. All employees are made aware of job openings and are encouraged to apply if they desire or to offer recommendations about potential candidates. Department heads are part of our outreach program as they review the recruitment postings and assist in the interview process with candidates. We require our department heads to participate in annual EEO training through Alpha Media's HR Department. All employees are encouraged to suggest possible recruitment sources that would assist in our efforts to achieve broad outreach. This SEU's compliance efforts include identifying our efforts to afford equal employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU's employment practices are the ultimate responsibility of Mike Edwards, the SEU's Market Manager, working in conjunction with in-house counsel at our corporate headquarters and, when applicable, outside employment and labor counsel.

10. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. We periodically review our recruitment list. We make an effort to maintain relationships with recruitment sources and the contact person or persons who can assist with referrals. We also review the job posting to make sure we are providing information that is clear and coherent to potential recruitment sources. New recruitment sources come through recommendations from other broadcasters, Missouri Broadcasters Association, National Association of Broadcasters, local civic organizations, business leaders, government leaders, the local Chambers of Commerce and area colleges and vocational school placement departments.

11. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and

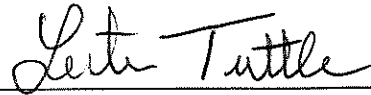
selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: December 6, 2023

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF LES TUTTLE, REGIONAL VICE PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in cursive script that reads "Les Tuttle". The signature is written in black ink and is positioned above a horizontal line.

Les Tuttle

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM
EEO PUBLIC FILE REPORT
October 1, 2021-September 30, 2022¹

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
Assistant Traffic Director	1-8, 10-17, 19, 20	6
Account Executive	1-8, 10-17, 19, 20	8
Assistant Traffic Director	1-8, 10-20	8
On Air Announcer	1-8, 10-20	18

¹ This report was revised in November 2023 to address reporting issues.

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM
EEO PUBLIC FILE REPORT
October 1, 2021-September 30, 2022**

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	All Access Allaccess.com	N	1
2	Alpha Media Careers Website www.alphamediausa.com/jobs/	N	1
3	Army Community Service 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 daniel.a.danzo.civ@mail.mil Contact: Daniel Danzo	N	0
4	Broadcast Center 2360 Hampton Avenue St Louis, MO 63139 placement@broadcastcenterinfo.com Contact: Don Golaszewski	N	0
5	College of the Ozarks PO Box 17 Point Lookout, MO 65726 career@cofo.edu Contact: Jim Freeman	N	0
6	Facebook Job Search	N	4
7	Glassdoor Glassdoor.com	N	0
8	Indeed Website Indeed.com	N	12
9	Internal Referral	N	0
10	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
11	Linked in Linkedin.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Mark Gordon	N	0
13	Missouri Job 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Dianna Perry	N	0
14	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
15	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
16	Recruiter Recruiter.com	N	0
17	Sports Talent Agency Staatalent.com	N	0
18	Walk-In/Self-Referral/Word of Mouth	N	2
19	Wehaveyourjob.com Alpha Media Lebanon, MO 65536 http://wehaveyourjob.com PH 417-53209111 Contact: Mike Edwards	N	0
20	Zip Recruiter	N	0
TOTAL Interviewees			20

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM
EEO PUBLIC FILE REPORT
October 1, 2021-September 30, 2022**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 4, 2021, Waynesville Operations Manager participated in a career fair at the Waynesville Career Center. A total of 18 students visited with our representative about broadcasting opportunities and internships.
2.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On November 10, 2021, the law firm of Thompson Coburn LLP presented a webinar on Labor and Employment. Subjects included VESSA, Sexual violence, unpaid leave, OSHAA mandatory vaccine law requirements, remote workers and part-time employees.
3.	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 4, 2022, a student from Dixon High School participated in a job shadow program with staff at Waynesville-Lebanon. He met with staff from sports, on-air and management regarding opportunities in broadcast and discussed what career path in college would best serve his desire to be in Radio Broadcasting.
4.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On June 21, 2022, our SEU participated in a training with Circa/Diversity Jobs. The program was designed to provide a better understanding and enhance our recruitment efforts through posting, reaching out to, and attract applicants of color, women, LGBTQHA+, people with disabilities, veterans and more.
5.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On August 10, 2022, our SEU participated in a zoom meeting through Missouri Broadcasters Association and National Association of Broadcasters on strategies to Attract and Retain Diverse Talent. The meeting was lead by Michelle Duke at National Association of Broadcasters.

KBNN(AM), KFBD-FM, KIIK(AM), KJEL-FM, KJPW(AM), KOZQ-FM
EEO PUBLIC FILE REPORT
October 1, 2022-September 30, 2023¹

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
Account Executive	1-6, 8-15	14
On-Air Talent/Board Operator	1-6, 8-13, 15	1
Integrated Marketing Consultant	1-8, 9-15	1
Business Office Assistant	1-15	1
Integrated Marketing Consultant	1-8, 9-15	14

¹ This report was revised in November 2023 to address reporting issues.

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM
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	Alpha Media Careers Website www.alphamediausa.com/careers	N	15
2	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Contact: Erin Hayes ehayes@cofo.edu	N	0
3	Circa/Diversity Jobs		0
4	Facebook – Regional Radio KJEL	N	1
5	Glassdoor Glassdoor.com	N	0
6	Indeed Website Indeed.com	N	1
7	Internal Referral	N	0
8	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
9	Linked in Linkedin.com	N	0
10	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Chad Mahoney	N	0
11	Missouri Job (Lebanon Job Center) 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Lori Admire	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
13	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
14	Referral	N	4
15	Zip Recruiter	N	0
TOTAL Interviewees			27

KBNN(AM), KFBD-FM, KIIK(AM), KJEL-FM, KJPW(AM), KOZQ-FM
EEO PUBLIC FILE REPORT
October 1, 2022-September 30, 2023

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On January 9, 2023, management participated in a video presentation from P1 Learning with guest speaker Ryan Dearbone, Western Kentucky University Associate Professor of Broadcasting, and instructor on Diversity, Equality and Inclusion. He discussed how to achieve a workforce that reflects the diversity in the community you serve and how employees should feel ownership and buy-in in the workplace.
2.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On June 7, 2023, management participated in a video presentation from Associate Professor of Broadcasting at Western Kentucky University, Ryan Dearbone, which was a 52 minute program “Discovering the Why through D.E.I.” as part of the 2023 Rising Above training event made available through the Missouri Broadcasters Association. Topics included, “What does D.E.I. mean to you?”, “Why does D.E.I. Matter?” and “Are you proactive or reactive when it comes to D.E.I.
3.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 28, 2023, management participated in a program offered by iHIRE/HR Academy titled “Blind Hiring: 5 common Biases and How to Avoid Them”. The seminar was conducted by Lisa Shuster, SHRM-SCP, SPHR, iHIRE Chief People Officer. A certificate of completion was achieved.
4.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On September 15, 2023, Market Manager participated in training webinar regarding FCC’s Equal Employment Opportunity Rules presented by Joan Stewart of Wiley Law.

ATTACHMENT B

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

VACANCY DATA FORM

Full-Time Job Title: Assistant Traffic Director	Date Filled: 01/03/2022
Recruitment Source (“RS”) Referring Hiree: Facebook Job Search	Total Number of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	All Access Allaccess.com	N	0
2	Alpha Media Careers Website www.alphamediausa.com/jobs/	N	0
3	Army Community Service 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 daniel.a.danzo.civ@mail.mil Contact: Daniel Danzo	N	0
4	Broadcast Center 2360 Hampton Avenue St Louis, MO 63139 placement@broadcastcenterinfo.com Contact: Don Golaszewski	N	0
5	College of the Ozarks PO Box 17 Point Lookout, MO 65726 career@cofo.edu Contact: Jim Freeman	N	0
6	Facebook Job Search	N	3
7	Glassdoor Glassdoor.com	N	0
8	Indeed Website Indeed.com	N	2
10	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
11	Linked in Linkedin.com	N	0

12	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Mark Gordon	N	0
13	Missouri Job 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Dianna Perry	N	0
14	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
15	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
16	Recruiter Recruiter.com	N	0
17	Sports Talent Agency Staatalent.com	N	0
19	Wehaveyourjob.com Alpha Media Lebanon, MO 65536 http://wehaveyourjob.com PH 417-53209111 Contact: Mike Edwards	N	0
20	Zip Recruiter	N	0



(<http://www.wehaveyourjob.com/>)

← [Go back \(http://www.wehaveyourjob.com/job-openings-by-category/\)](http://www.wehaveyourjob.com/job-openings-by-category/)

Alpha Media KJEL-KBNN-KFBD-KOZQ-KJPW-KIIK Assistant Traffic Coordinator/Receptionist Full-Time Position

BUSINESS ADDRESS

18553 Gentry Road

Lebanon, Missouri 65536

Map It (<https://maps.google.com/maps?q=18553+Gentry+Road+Lebanon%2C+Missouri+65536>)

PHONE NUMBER

(417) 532-9111 (tel:(417)%20532-9111)

JOB DESCRIPTION

Alpha Media – Lebanon, Missouri is looking for a full-time Assistant Traffic Coordinator/Receptionist. This is a mission-critical position so we are looking for someone who may have broadcast traffic experience who is used to the pressures of managing high-value inventory on tight deadlines. The ideal candidate must be a self-starter with the ability to multitask, balance priorities, take direction, possess excellent communication skills, and enjoy working in an environment that is fast-paced and deadline-driven.

COMPENSATION / PAY

Hourly

ABOUT ALPHA MEDIA KJEL-KBNN-KFBD-KOZQ-KJPW-KIIK

Headquartered in Portland, Oregon, Alpha Media owns or operates over 200 live broadcast radio stations and digital properties covering all formats serving 44 markets across the United States. In addition to our over-the-air broadcasts, Alpha audio products can be heard across multiple platforms, including all major smart devices. Strong relationships with our listeners and clients in the communities where we live and work keep Alpha Media true to its local-first heritage. www.alphamediausa.com.

LEARN MORE ABOUT ALPHA MEDIA KJEL-KBNN-KFBD-KOZQ-KJPW-KIIK BY VISITING:

myozarksonline.com (<https://www.myozarksonline.com>)

Apply at: [ultipro.com](https://recruiting2.ultipro.com) (<https://recruiting2.ultipro.com>
/ALP1009ALMD/JobBoard/8a5ecde6-7408-45f9-8d5d-
1bf4e35b089c

/OpportunityDetail?opportunityId-efce1eb7-18fb-
4b9a-920c-1414bfcddcc16)

Contact Us: sue.jones@alphamediausa.com

(<mailto:sue.jones@alphamediausa.com?subject=Job%20Application%2FQuestion>)

Job Posted: November 22, 2021

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 05/16/2022
Recruitment Source ("RS") Referring Hiree: Indeed.com	Total Number of Interviewees: 3

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	All Access Allaccess.com	N	0
2	Alpha Media Careers Website www.alphamediausa.com/jobs/	N	0
3	Army Community Service 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 daniel.a.danzo.civ@mail.mil Contact: Daniel Danzo	N	0
4	Broadcast Center 2360 Hampton Avenue St Louis, MO 63139 placement@broadcastcenterinfo.com Contact: Don Golaszewski	N	0
5	College of the Ozarks PO Box 17 Point Lookout, MO 65726 career@cofo.edu Contact: Jim Freeman	N	0
6	Facebook Job Search	N	0
7	Glassdoor Glassdoor.com	N	0
8	Indeed Website Indeed.com	N	3
10	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
11	Linked in Linkedin.com	N	0

12	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Mark Gordon	N	0
13	Missouri Job 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Dianna Perry	N	0
14	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
15	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
16	Recruiter Recruiter.com	N	0
17	Sports Talent Agency Staatalent.com	N	0
19	Wehaveyourjob.com Alpha Media Lebanon, MO 65536 http://wehaveyourjob.com PH 417-53209111 Contact: Mike Edwards	N	0
20	Zip Recruiter	N	0



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- [Careers](#)
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Account Executive

POST DATE: MARCH 24, 2022 CLOSING DATE: APRIL 30, 2022

Company: Alpha Media

[Company Website](#)

Location: Waynesville

Full Time

Alpha Media in Lebanon /Waynesville is seeking a dynamic, results-oriented Account Executive who has a proven record of building and maintaining ongoing relationships with existing clients through the entire sales cycle. The ideal candidate must possess proven business development and sales experience, be a self-starter that is able to work with clients to meet marketing objectives and sell the value of Alpha Media's local radio and digital brands.

Responsibilities for this position may include:

- Sell radio and digital advertising.
- Successfully uncover and close new, non-radio advertisers utilizing plans comprised of local spot and/or digital/non-spot revenue areas.
- Understand digital marketing including mobile and programmatic digital advertising.
- Ensure that company initiatives and tools provided are used and maximized.
- Participate in weekly sales meetings and training sessions.
- Negotiate direct and agency business.
- Input client orders and copy using company-provided software.
- Ensure attainment of monthly, quarterly and annual local + NTR + digital budget goals.

Requirements of this position include the following:

- A minimum of two years' sales experience.
- A proven record of accomplishment delivering strong and consistent sales growth while consistently exceeding revenue targets.
- Strong written and oral communication skills.
- Ability to thrive in a fast-paced, high-growth, rapidly changing culture and environment.
- The role requires an enthusiastic and hardworking person who exudes passion for Alpha Media's unique platform and value proposition.
- This position requires a fully insured personal vehicle and a valid driver's license.

If you feel you are a qualified candidate and want to join a fast-moving, growing entity submit your cover letter and resume ASAP by visiting www.alphamediausa.com/careers.

Alpha Media is an equal opportunity employer and participates in E-Verify.

[How to Apply](#)

[Apply Online](#)

[Apply Via Email](#)

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

VACANCY DATA FORM

Full-Time Job Title: Assistant Traffic Director	Date Filled: 05/20/2022
Recruitment Source (“RS”) Referring Hiree: Indeed	Total Number of Interviewees: 8

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	All Access Allaccess.com	N	0
2	Alpha Media Careers Website www.alphamediausa.com/jobs/	N	0
3	Army Community Service 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 daniel.a.danzo.civ@mail.mil Contact: Daniel Danzo	N	0
4	Broadcast Center 2360 Hampton Avenue St Louis, MO 63139 placement@broadcastcenterinfo.com Contact: Don Golaszewski	N	0
5	College of the Ozarks PO Box 17 Point Lookout, MO 65726 career@cofo.edu Contact: Jim Freeman	N	0
6	Facebook Job Search	N	1
7	Glassdoor Glassdoor.com	N	0
8	Indeed Website Indeed.com	N	6
10	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
11	Linked in Linkedin.com	N	0

12	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Mark Gordon	N	0
13	Missouri Job 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Dianna Perry	N	0
14	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
15	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
16	Recruiter Recruiter.com	N	0
17	Sports Talent Agency Staatalent.com	N	0
18	Walk-In/Self-Referral/Word of Mouth	N	1
19	Wehaveyourjob.com Alpha Media Lebanon, MO 65536 http://wehaveyourjob.com PH 417-53209111 Contact: Mike Edwards	N	0
20	Zip Recruiter	N	0

Assistant Traffic Coordinator/Receptionist- job post

[Alpha media](#)

Lebanon, MO 65536

Full-time

You must create an Indeed account before continuing to the company website to apply

[Apply on company site](#)

Job details

Job Type

Full-time

Benefits

Pulled from the full job description

401(k)

401(k) matching

Dental insurance

Employee assistance program

Health insurance

Paid time off

Show 1 more benefit

Indeed's salary guide

- Not provided by employer
- \$29.7K - \$37.7K a year is Indeed's estimated salary for this role in Lebanon, MO.

[Report inaccurate salary](#)

Full Job Description

Alpha Media – Lebanon, Missouri is looking for a full-time Assistant Traffic Coordinator/Receptionist. This is a mission critical position so we are looking for someone who may have broadcast traffic experience who is used to the pressures of managing high value inventory on tight deadlines. The ideal candidate must be a self-starter with the ability to multitask, balance priorities, take direction, possess excellent communication skills and enjoy working in an environment that is fast paced and deadline driven.

Alpha Media is a diverse multimedia company sharing your favorite music, sports and news across a variety of platforms. Whether it's on your phone, desktop, tablet, Alexa, Google Home or in your car, our stations will enhance your journey. We hire and retain top talent who are unique, innovative and vibrant.

We believe in creating progressive products, world-class events, and building strong relationships in our communities

Headquartered in Portland, Oregon, Alpha Media owns or operates over 200 live broadcast radio stations and digital properties covering all formats serving 44 markets across the United States. In addition to our over-the-air broadcasts, Alpha audio products can be heard across multiple platforms, including all major smart devices. Strong relationships with our listeners and clients in the communities where we live and work keep Alpha Media true to its local-first heritage. www.alphamediausa.com.

Responsibilities of this position may include the following:

- Prepare daily program logs for one or more radio stations
- Schedule radio commercials and process commercial contracts daily
- Supply station management with accurate inventory information.
- Work closely with station programmers to insure hourly clocks are accurate and up to date on the program logs.
- Prepare reports for station management as needed.
- May process and schedule commercial copy as needed.
- Answer all incoming calls on a multi-line system.
- Welcome visitors, direct callers and visitors to appropriate personnel.
- Respond to questions about our organization including but not limited to; providing callers with the address, directions, and other similar information courteously and professionally.
- Distribute prizes to winners and serve as a public relations contact with contestants, obtain proper information for tax purposes
- Sort and distribute mail.
- Assist with billing.
- Maintain office supply inventory.
- Other duties as assigned and consistent with the job title

Requirements of this position include:

- Must be highly organized and have the ability to meet tight deadlines.
- Possess strong analytical problem solving skills.
- Must be a self-starter, able to work with minimal supervision.
- Ability to thrive in a fast-paced, high-growth, rapidly changing culture and environment.
- Strong written and oral communication skills

Preference may be given to candidates who meet the above requirements plus have the following:

- Experience working with Marketron and vCreative traffic software.
- Working knowledge of spreadsheet and word processing applications.

Benefits:

Alpha Media invests in people who invest in themselves and offers employees a competitive package of health and welfare benefits.

- Employer sponsored medical, dental & vision insurance with a variety of coverage options.
- Employee Assistance Program (EAP) for full time and part time employees as well as all household members at no cost.
- 401(k) with discretionary employer matching.
- Paid vacation, company holidays and a birthday day for you to use during your birthday month.

- Alpha Cares – paid volunteer hours.
- Pet adoption subsidy

Alpha values **Integrity**, a **Can Do Attitude**, **Passion**, **Competitiveness**, **Creativity** and embraces that work can be **FUN**. If these qualities are important to you and you feel you check off the qualities we are looking for, apply now and let's talk.

Alpha Media is an equal opportunity employer and participates in E-Verify. [Click Here](#) to learn more about E-Verify.

Position Posted 04/01/2022

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

VACANCY DATA FORM

Full-Time Job Title: On Air Announcer	Date Filled: 06/27/2022
Recruitment Source (“RS”) Referring Hiree: Word of Mouth	Total Number of Interviewees: 4

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	All Access Allaccess.com	N	1
2	Alpha Media Careers Website www.alphamediausa.com/jobs/	N	1
3	Army Community Service 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 daniel.a.danzo.civ@mail.mil Contact: Daniel Danzo	N	0
4	Broadcast Center 2360 Hampton Avenue St Louis, MO 63139 placement@broadcastcenterinfo.com Contact: Don Golaszewski	N	0
5	College of the Ozarks PO Box 17 Point Lookout, MO 65726 career@cofo.edu Contact: Jim Freeman	N	0
6	Facebook Job Search	N	0
7	Glassdoor Glassdoor.com	N	0
8	Indeed Website Indeed.com	N	1
10	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
11	Linked in Linkedin.com	N	0

12	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Mark Gordon	N	0
13	Missouri Job 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Dianna Perry	N	0
14	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
15	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
16	Recruiter Recruiter.com	N	0
17	Sports Talent Agency Staatalent.com	N	0
18	Walk-In/Self-Referral/Word of Mouth	N	1
19	Wehaveyourjob.com Alpha Media Lebanon, MO 65536 http://wehaveyourjob.com PH 417-53209111 Contact: Mike Edwards	N	0
20	Zip Recruiter	N	0



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- Video
- Podcast
- People
- Columns
- Charts

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Home > All Forums > Job Market > Job Openings

Forums

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🏠 Board index < Job Market < Job Openings 🔍

On-Air with play by play of High School Sports

Moderators: shawnski, jdenver, mpaulsen68

Forum rules
 You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability.
No voiceover, voicetracking, or other business plugs, please!

🔧 🔍 ⚙️ 1 post • Page 1 of 1

waynesvillelebanon ✎ ✕ !

On-Air with play by play of High School Sports

📅 Mon May 23, 2022 11:54 am

Alpha Media - Waynesville-Lebanon is seeking a talented On-Air Talent / Announcer. The ideal candidate is an on-air personality with at least one year of experience who is capable of wearing many hats on the programming team, is able to assist with the promotions department, and has a passion for radio. The right person understands the interaction between the talent, clients, and audience at live remotes, appearances, station events, and on-air are a vital part of the station's ratings and success.

Alpha Media is a diverse multimedia company sharing your favorite music, sports and news across a variety of platforms. Whether it's on your phone, desktop, tablet, Alexa, Google Home or in your car, our stations will enhance your journey. We hire and retain top talent who are unique, innovative and vibrant. We believe in creating progressive products, world-class events, and building strong relationships in our communities. Headquartered in Portland, Oregon, Alpha Media operates multiple radio stations across the United States covering all formats.

We are live and local and can't wait to talk to you!


Responsibilities of this position may include:

- Engage with listeners via phone calls, contests, and social media.



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MUSIC HERE!



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- Directory
- VO
- Music
- Video
- Podcast
- People
- Columns
- Charts

- Maintain traffic logs and transmitter readings.
- Work with Promotions and Sales departments on creative content.
- Assists in special promotions and programming activities

Requirements of this position include the following:

- High school diploma or equivalent.
- Knowledge of all applicable FCC rules and regulations.
- Ability to multi-task and handle pressures and deadlines.
- Must be creative and innovative with a strong work ethic.

We'd love to hear a sample of your work! If you would like to send a demo, include the link to your website in your cover letter. If you do not have a website, upload your demo in YouTube and provide the link.

To apply click on this link:

[https://recruiting2.ultipro.com/ALP1009 ... 9a3f49c28c](https://recruiting2.ultipro.com/ALP1009...9a3f49c28c)

Alpha Media, Waynesville and Lebanon is an equal opportunity employer and we welcome your application.



1 post • Page 1 of 1

< Return to "Job Openings"

Jump to ▾

Board index

✉ 🛡️ 🗑️ All times are UTC-07:00

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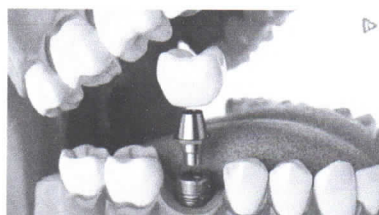
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[Pics] School expels teen over outfit, regrets it when they see who dad is
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[Photos] Gilligan's Island' Star is Almost 103 And He's Still Around
Wordsa

Recommended by

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 11/08/2022
Recruitment Source (“RS”) Referring Hiree: Referral	Total Number of Interviewees: 6

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Alpha Media Careers Website www.alphamediausa.com/careers	N	0
2	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Contact: Erin Hayes ehayes@cofo.edu	N	0
3	Circa/Diversity Jobs		0
4	Facebook – Regional Radio KJEL	N	0
5	Glassdoor Glassdoor.com	N	0
6	Indeed Website Indeed.com	N	0
8	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
9	Linked In Linkedin.com	N	0
10	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Chad Mahoney	N	0
11	Missouri Job	N	3

	2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Lori Admire		
12	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
13	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
14	Referral	N	3
15	Zip Recruiter	N	0



-
- **Careers**
-
-
-
-
-

Account Executive

POST DATE: MARCH 24, 2022 CLOSING DATE: APRIL 30, 2022

Company: Alpha Media

[Company Website](#)

Location: Waynesville

Full Time

Alpha Media in Lebanon /Waynesville is seeking a dynamic, results-oriented Account Executive who has a proven record of building and maintaining ongoing relationships with existing clients through the entire sales cycle. The ideal candidate must possess proven business development and sales experience, be a self-starter that is able to work with clients to meet marketing objectives and sell the value of Alpha Media's local radio and digital brands.

Responsibilities for this position may include:

- Sell radio and digital advertising.
- Successfully uncover and close new, non-radio advertisers utilizing plans comprised of local spot and/or digital/non-spot revenue areas.
- Understand digital marketing including mobile and programmatic digital advertising.
- Ensure that company initiatives and tools provided are used and maximized.
- Participate in weekly sales meetings and training sessions.
- Negotiate direct and agency business.
- Input client orders and copy using company-provided software.
- Ensure attainment of monthly, quarterly and annual local + NTR + digital budget goals.

Requirements of this position include the following:

- A minimum of two years' sales experience.
- A proven record of accomplishment delivering strong and consistent sales growth while consistently exceeding revenue targets.
- Strong written and oral communication skills.
- Ability to thrive in a fast-paced, high-growth, rapidly changing culture and environment.
- The role requires an enthusiastic and hardworking person who exudes passion for Alpha Media's unique platform and value proposition.
- This position requires a fully insured personal vehicle and a valid driver's license.

If you feel you are a qualified candidate and want to join a fast-moving, growing entity submit your cover letter and resume ASAP by visiting www.alphamediausa.com/careers.

Alpha Media is an equal opportunity employer and participates in E-Verify.

[How to Apply](#)

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[Apply Via Email](#)

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

VACANCY DATA FORM

Full-Time Job Title: On-Air Talent/Board Operator	Date Filled: 01/02/2023
Recruitment Source (“RS”) Referring Hiree: Alpha Media Careers Website	Total Number of Interviewees: 9

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Alpha Media Careers Website www.alphamediausa.com/careers	N	7
2	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Contact: Erin Hayes ehayes@cofo.edu	N	0
3	Circa/Diversity Jobs		0
4	Facebook – Regional Radio KJEL	N	1
5	Glassdoor Glassdoor.com	N	0
6	Indeed Website Indeed.com	N	1
8	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
9	Linked In Linkedin.com	N	0
10	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Chad Mahoney	N	0
11	Missouri Job	N	0

	2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Lori Admire		
12	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
13	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
15	Zip Recruiter	N	0

LinkedIn search results for "On Air Talent/Board Operator" in Lebanon, MO. The page shows a list of job postings on the left and a detailed view of the selected job on the right.

Jobs in Worldwide (17 results)

- On Air Talent/Board Operator** - Alpha Media USA, Lebanon, MO (On-site) - 4 weeks ago - 3 applicants
- Operations Manager** - Alpha Media USA, Philipsburg, MO (On-site) - 1 month ago - 2 applicants
- On Air Talent / Play-By-Play Announcer** - Alpha Media USA, Farmington, MO (On-site) - 1 month ago - 0 applicants
- News Director** - Alpha Media USA, Farmington, MO (On-site) - 1 month ago - 0 applicants
- Part-Time Board Operator** - Alpha Media USA, Lebanon, MO (On-site) - 1 month ago - 0 applicants

On Air Talent/Board Operator
Alpha Media USA - Lebanon, MO (On-site) - 4 weeks ago - 3 applicants

Full-time - Entry level
1,001-5,000 employees - Broadcast Media Production and Distribution
133 connections
Actively recruiting

[Apply](#) [Save](#)

Job Details

Description

Alpha Media - Lebanon, Missouri is seeking a talented, professional full-time On Air Talent / Board Operator to run programming. The ideal candidate must be able to work flexible hours and be available for additional shifts when necessary. Other duties include an on-air board shift, writing news and sports stories, and recording ad copy. In other words, all aspects of local broadcasting. Computer skills are a must. Expertise with WordPress, Facebook & Twitter are a plus.

Alpha Media is a diverse multimedia company sharing your favorite music, sports and news across a variety of platforms. Whether it's on your phone, desktop, tablet, Alexa, Google Home or in your car, our stations will enhance your journey. We hire and retain top talent who are unique, innovative and vibrant. We believe in creating progressive products, world-class events, and building strong relationships in our communities.

Headquartered in Portland, Oregon, Alpha Media operates multiple radio stations across

Glassdoor search results for "On Air Talent/Board Operator" in Lebanon, MO. The page shows a list of job postings with filters and a detailed view of the selected job.

glassdoor.com/lebanon-mo-other-jobs-SEARCH_ID_10_IC1131103_KD1116.htm?src=GD_JOB_AD&rdserp=true&rs=EI_JOB&sj=10081999154366&ao=1136043&ss=215&guad...

Lebanon, MO

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All Job Types Posted Any Time \$25K-\$185K 25 Miles Marc Create Job Alert

Most Relevant 1760 other jobs in Lebanon, MO

- Alpha media On Air Talent/Board Operator** - Lebanon, MO - 29d
- Project 360 Youth Services, Inc Youth Outreach Coordinator** - Lebanon, MO - \$35K (Employer est.) - New Easy Apply 34h
- TANK TRADERS General Production Worker (Lebanon, MO)** - Philipsburg, MO - \$16.00 Per Hour (Employer est.) - Easy Apply 6d
- White River Marine Group 2nd Shift Tracker Boats Manufacturing** - Lebanon, MO - \$50K - \$73K (Employer est.) - 30d+
- Lebanon North Nursing and Rehab Special Care Unit Coordinator** - Lebanon, MO - \$31K - \$43K (Glassdoor est.) - Easy Apply 30d+

Alpha media 4.0
On Air Talent/Board Operator
Lebanon, MO

[Apply on company site](#) [Save](#)

Alpha Media - Lebanon, Missouri is seeking a talented, professional full-time On Air Talent / Board Operator to run programming. The ideal candidate must be able to work flexible hours and be available for additional shifts when necessary. Other duties include an on-air board shift, writing news and sports stories, and recording ad copy. In other words, all aspects of local broadcasting. Computer skills are a must. Expertise with WordPress, Facebook & Twitter are a plus.

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Headquartered in Portland, Oregon, Alpha Media operates multiple radio stations across the United States covering all formats.

We are live, local, and can't wait to talk to you!

Responsibilities of this position may include the following:

- Gathering and writing news & sports stories
- Recording & editing ads for commercial clients
- Posting news & sports to our website
- Facebook & Twitter posting as requested

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

VACANCY DATA FORM

Full-Time Job Title: Integrated Marketing Consultant	Date Filled: 05/01/2023
Recruitment Source (“RS”) Referring Hiree: Alpha Media Careers Website	Total Number of Interviewees: 4

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Alpha Media Careers Website www.alphamediausa.com/careers	N	2
2	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Contact: Erin Hayes ehayes@cofo.edu	N	0
3	Circa/Diversity Jobs		0
4	Facebook – Regional Radio KJEL	N	0
5	Glassdoor Glassdoor.com	N	0
6	Indeed Website Indeed.com	N	0
8	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
9	Linked In Linkedin.com	N	0
10	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Chad Mahoney	N	0
11	Missouri Job	N	0

	2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Lori Admire		
12	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
13	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
14	Referral	N	1
15	Zip Recruiter	N	0

Integrated Marketing Consultant

POST DATE: FEBRUARY 15, 2023
CLOSING DATE: MARCH 15, 2023

Company: Alpha Media
[Company Website](#)
Location: Waynesville, Lebanon
Full Time

Alpha Media – Waynesville-Lebanon, Missouri is seeking a dynamic, results-oriented Integrated Marketing Consultant who has a proven record of building and maintaining ongoing relationships with existing clients through the entire sales cycle. The ideal candidate must possess proven business development and sales experience, be a self-starter that is able to work with clients to meet marketing objectives, and sell the value of Alpha Media local radio and digital brands.

Alpha Media is a diverse multimedia company sharing your favorite music, sports and news across a variety of platforms. Whether it's on your phone, desktop, tablet, Alexa, Google Home or in your car, our stations will enhance your journey. We hire and retain top talent who are unique, innovative and vibrant. We believe in creating progressive products, world-class events, and building strong relationships in our communities.

Headquartered in Portland, Oregon, Alpha Media owns or operates over 200 live broadcast radio stations and digital properties covering all formats serving 44 markets across the United States. In addition to our over-the-air broadcasts, Alpha audio products can be heard across multiple platforms, including all major smart devices. Strong relationships with our listeners and clients in the communities where we live and work keep Alpha Media true to its local-first heritage.

Learn more about Alpha: <https://www.alphamediausa.com/>

Responsibilities for this position may include:

- Sell radio and digital advertising.
- Successfully uncover and close new, non-radio advertisers utilizing plans comprised of local spot and/or digital/non-spot revenue areas.
- Understand digital marketing including mobile and programmatic digital advertising.
- Ensure that company initiatives and tools provided are used and maximized.
- Participate in weekly sales meetings and training sessions.
- Negotiate direct and agency business.
- Input client orders and copy using company provided software.
- Ensure attainment of monthly, quarterly and annual local + NTR + digital budget goals.

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[Interactive Advertising Bureau](#)

[Jacobs Media Blog](#)

[MarketingProfs University:](#)

[Online Marketing Training from](#)

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Ms. BAA

Requirements of this position include the following:

- A minimum two years' sales experience.
- A proven track record delivering strong and consistent sales growth while consistently exceeding revenue targets.
- Strong written and oral communication skills.
- Ability to thrive in a fast-paced, high-growth, rapidly changing culture and environment.
- The role requires an enthusiastic and hardworking person who exudes passion for Alpha Media's unique platform and value proposition.
- This position requires a fully insured personal vehicle and valid driver's license.

Preference may be given to candidates who have the above experience plus the following:

- Experience building strategic presentations and dynamically presenting them to clients.
- Experience and knowledge of Microsoft Office programs.
- Bachelor's Degree in a related field.

Benefits:

Alpha Media invests in people who invest in themselves and offers employees a competitive package of health and welfare benefits.

- Employer sponsored medical, dental & vision insurance with a variety of coverage options.
- Employee Assistance Program (EAP) for full time and part time employees as well as all household members at no cost.
- 401(k) with discretionary employer matching.
- Paid vacation, company holidays and a birthday day for you to use during your birthday month.
- Alpha Cares – paid volunteer hours.
- Pet adoption subsidy.

Alpha values **Integrity, a Can Do Attitude, Passion, Competitiveness, Creativity** and embraces that work can be **FUN**. If these qualities are important to you and you feel you check off the qualities we are looking for, apply now and let's talk.

Alpha Media is an equal opportunity employer and participates in E-Verify. [Click Here](#) to learn more about E-Verify.

If you need an accommodation to complete the application process, please contact us at 1-877-459-5750 or alpha.hrservices@alphamediausa.com and include your full name, contact information and the accommodation needed to assist you with the application process.

[How to Apply](#)

[Media Center Online](#)

[MOAT](#)

[MOZ SEO Learning Center](#)

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[Tether: Interactive](#)

[Programming Tool for Radio Stations](#)

[TopLine: Custom Digital Sales](#)

[Presentation Tools For Radio](#)

[Vendasta Digital Sales Seminar](#)

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[FCC EEO Requirements](#)

[Low Power TV Broadcasters Association](#)

[Missouri Broadcast Educators Association](#)

[NAB](#)

[NAB Digital Dashboard](#) Best practices for radio stations to take advantage of new technologies for auto dashboards.

[RAB](#)

[Radio-Locator.com](#)

[The Broadcasters Foundation of America](#)

[The National Alliance of State Broadcasters Associations](#)

[Thompson Coburn Internet Law Twists & Turns Blog](#)

[TVB](#)

[TVfreedom.org](#)



KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

ABBREVIATED VACANCY DATA FORM

Full-Time Job Title: Integrated Marketing Consultant	Date Filled: 08/01/2023
Recruitment Source (“RS”) Referring Hiree: Referral	Total Number of Interviewees: <i>See Note Below</i>

Note: Please see the Vacancy Data Form for the Integrated Marketing Consultant position filled on 5/1/2023 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees, also apply to this position.

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

VACANCY DATA FORM

Full-Time Job Title: Business Office Assistant	Date Filled: 06/06/2023
Recruitment Source (“RS”) Referring Hiree: Alpha Media Careers Website	Total Number of Interviewees: 8

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Alpha Media Careers Website www.alphamediausa.com/careers	N	6
2	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Contact: Erin Hayes ehayes@cofo.edu	N	0
3	Circa/Diversity Jobs		0
4	Facebook – Regional Radio KJEL	N	0
5	Glassdoor Glassdoor.com	N	0
6	Indeed Website Indeed.com	N	0
8	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
9	Linked In Linkedin.com	N	0
10	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Chad Mahoney	N	0
11	Missouri Job (Lebanon Job Center)	N	2

	2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Lori Admire		
12	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	0
13	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
15	Zip Recruiter	N	0

INTERVIEW EVENT!



ALPHAMEDIA

ON-AIR, ON-SITE, ON-DEMAND

Thursday, April 6, 9am-12pm

KJEL is interviewing for a full-time Business Office Assistant

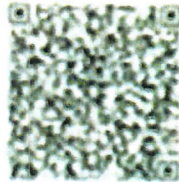
Multi-task, balance priorities, take direction, work with limited supervision, possess excellent communication skills, and enjoy working in a team environment that is fast paced and deadline driven.

Call the Lebanon Job Center at 417-532-6146 to reserve your interview time as this is not a walk-in event. Bring a resume to the interview and complete an online application at

<https://www.alphamediausa.com/career-openings/>

(Website lists the position in Waynesville but work is at the Lebanon location)

See a full job description by scanning the below QR code



Lebanon Job Center

2639 S Jefferson, Lebanon 417-532-6146



For all information about Missouri Office of Workforce Development services, please contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or 1-888-7285-2005 (5427). The Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Service at 711.

ATTACHMENT C

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

RECRUITMENT INITIATIVES FORM

October 1, 2021-September 30, 2022

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	11/4/2021	Our Waynesville Operations Manager participated in a career fair at the Waynesville Career Center. A total of 18 students visited with our representative about broadcasting opportunities and internships.
2.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	11/10/2021	Our Market Manager participated in a webinar by the law firm of Thompson Coburn LLP on Labor and Employment. Subjects included VESSA, Sexual violence, unpaid leave, OSHAA mandatory vaccine law requirements, remote workers and part-time employees.
3.	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	4/4/2022	A student from Dixon High School participated in a job shadow program with staff at Waynesville-Lebanon. He met with staff from sports, on-air and management regarding opportunities in broadcast and discussed what career path in college would best serve his desire to be in Radio Broadcasting.
4.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	6/21/2022	Our SEU participated in a training with Circa/Diversity Jobs. The program was designed to provide a better understanding and enhance our recruitment efforts through posting, reaching out to, and attract applicants of color, women, LGBTQHA+, people with disabilities, veterans and more.
5.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	8/10/2022	Our SEU participated in a zoom meeting through Missouri Broadcasters Association and National Association of Broadcasters on strategies to Attract and Retain Diverse Talent. The meeting was lead by Michelle Duke at National Association of Broadcasters.

Circa/Diversity Jobs will allow us to reach more job seekers, allow us to have a better understanding of where our current recruitment efforts are and enhance our recruitment efforts by being able to post, reach out to, and attract applicants of color, women, LGBTQIA+, people with disabilities, veterans, and more. There is automatic community outreach on each market's behalf and provides detailed information on what organization has received the job posting but also allows the local Alpha market to create more personal relationships to local organizations that we may have not worked with before and or posted with before.

Our Diversity Jobs Account Manager, Drake Collins and I, will go over how to login, how to manage jobs within the platform, resume search and running reports to be able to provide documentation for FCC/EEO purposes. The platform is already monitoring and scraping our Careers job board on a daily basis.

1) Webinar Training - Circa/Diversity Jobs Training w/ Alpha Media

Tuesday, June 21 · 12:00 – 1:00pm PST

Google Meet joining info

Video call link: <https://meet.google.com/zda-qejq-wkv>

Or dial: (US) +1 813-370-0697 PIN: 937 958 638#

More phone numbers: <https://tel.meet/zda-qejq-wkv?pin=7995325923694>



Mike Edwards <mike.edwards@alphamediausa.com>

Strategies to Attract and Retain Diverse Talent Confirmation

1 message

Zoom <no-reply@zoom.us>
Reply-To: tharper@mbaweb.org
To: mike.edwards@alphamediausa.com

Wed, Jun 22, 2022 at 12:36 PM



Hello Mike Edwards,

Thank you for registering for Strategies to Attract and Retain Diverse Talent. You can find information about this meeting below.

Strategies to Attract and Retain Diverse Talent

Date & Time	Aug 10, 2022 01:00 PM Central Time (US and Canada)
Meeting ID	837 9466 9581
Passcode	011705

[Add to Calendar \(.ics\)](#) | [Add to Google Calendar](#) | [Add to Yahoo Calendar](#)

You can [cancel](#) your registration at any time.

Please submit any questions to: tharper@mbaweb.org.

WAYS TO JOIN ZOOM

Join from PC, Mac, iPad, or Android



If the button above does not work, paste this into your browser:

https://us02web.zoom.us/j/83794669581?tk=Ekp_b-WwbFyTzOHj9k3CcoDVDUcVtb1Jglgc0Qdlbno.DQMAAAATgo0wDRYxciFaMW5VUFRtS0tYtmZjR1ZtSkIRAA&pwd=jxW59_aYcymLqIUqW-X0p_YQkpE4_1

To keep this meeting secure, do not share this link publicly.

<https://mail.google.com/mail/u/0/?ik=a93ac2cebe&view=pt&search=all&permthid=thread-f%3A1736359374738255153%7Cmsg-f%3A1736359374738...> 1/2

KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM

RECRUITMENT INITIATIVES FORM

October 1, 2021-September 30, 2022

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	1/9/2023	Management participated in a video presentation from P1 Learning with guest speaker Ryan Dearbone, Western Kentucky University Associate Professor of Broadcasting, and instructor on Diversity, Equality and Inclusion. He discussed how to achieve a workforce that reflects the diversity in the community you serve and how employees should feel ownership and buy-in in the workplace.
2.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	6/7/2023	Management participated in a video presentation from Associate Professor of Broadcasting at Western Kentucky University, Ryan Dearbone, which was a 52 minute program "Discovering the Why through D.E.I." as part of the 2023 Rising Above training event made available through the Missouri Broadcasters Association. Topics included, "What does D.E.I. mean to you?", "Why does D.E.I. Matter?" and "Are you proactive or reactive when it comes to D.E.I."
3.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	7/28/2023	Management participated in a program offered by iHIRE/HR Academy titled "Blind Hiring: 5 common Biases and How to Avoid Them". The seminar was conducted by Lisa Shuster, SHRM-SCP, SPHR, iHIRE Chief People Officer. A certificate of completion was achieved.
4.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	9/15/2023	Market Manager participated in training webinar regarding FCC's Equal Employment Opportunity Rules presented by Joan Stewart of Wiley Law.



Certificate of Completion

Blind Hiring: 5 Common Biases and How to Avoid Them

Mike Edwards

23-PWRMD (SHRM)
634495 (HRCI)

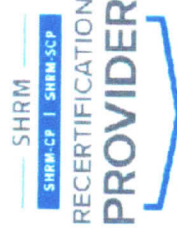
July 28, 2023

Lisa Shuster, SHRM-SCP, SPHR, iHire Chief People
Officer

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Blind Hiring: 5 Common Biases and How to Avoid Them

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Blind Hiring: 5 Common Biases and How to Avoid Them

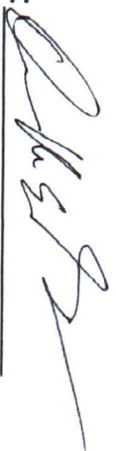


The FCC's Equal Employment Opportunity Rules: A Webinar for Alpha Media

On 9/15/2023, the following individual Darwin M Edwards, Market Manager
Waynesville Lebanon, participated in the above-noted training webinar
presented by Wiley Rein, LLP.

Participants:

Signed: _____



Job title: Market Manager

Date: 9/15/2023