

**KATI, KCLR, KCMQ, KFAL, KKCA, KSSZ, KTGR-AM, KTGR-FM, KTXY,  
KWOS**

**EEO PUBLIC FILE REPORT  
October 1, 2013 - September 30, 2014**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>0.00</b>

**Full-Time Jobs Filled Report**

Date: 9/29/2014

From: Zimmer Radio of Mid-Missouri

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**Full Time Jobs Filled from 10/1/2013 to 9/30/2014**

Sl.No.	Job Title	Date Filled	Recruitment Source	Prong 2	Contact Details
1	Account Executive EEO Tracking Number: 12428 Ashley Robinson	02/03/2014	Radio Recruitment Ad	No	
2	Account Executive EEO Tracking Number: 12428 Ben Bowman	03/01/2014	Radio Recruitment Ad	No	
3	Account Executive EEO Tracking Number: 12428 Matthew Suhr	04/15/2014	Radio Recruitment Ad	No	
4	Account Executive EEO Tracking Number: 12428 Cynthia Singleton-Diaz	04/21/2014	Radio Recruitment Ad	No	
5	Account Executive EEO Tracking Number: 12428 Scott Elmendorf	05/19/2014	Non-Employee Referral	No	
6	Account Executive EEO Tracking Number: 12428 Melanic McAllister	08/04/2014	Station On-Air Advertisement	No	
7	Account Executive EEO Tracking Number: 12428 Jor' Foster	08/31/2014	Employee Referral	No	
8	Morning Drive DJ EEO Tracking Number: 21380 Alison Stephens	04/21/2014	Job posting on internet	No	
9	Administrative Assistant EEO Tracking Number: 21896 Whitney Clad	11/11/2013	Radio Recruitment Ad	No	
10	Engineering Asst EEO Tracking Number: 26809 Brady Middlecamp	06/30/2014	Career Fair	No	

**Recruitment Sources Used**

**From:** Zimmer Radio of Mid-Missouri

**Date:** 9/29/2014

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**Recruitment Sources used between 10/1/2013 to 9/30/2014**

SL.No.	Job #	Job Title	Date Filled	Recruitment Source for Actual Hire	Recruitment Sources utilized for this vacancy	Prong 2	Number of interviewees referred	Contact Person	Contact Address	Phone Number
1	26809	Engineering Asst	06/30/2014		Career Fair	NO	1			
2	26231	Social Media Specialist			Station Website	NO	1			
3	26231	Social Media Specialist			Radio Recruitment Ad	NO	1			
4	26231	Social Media Specialist			Radio Recruitment Ad	NO	1			
5	26231	Social Media Specialist			Radio Recruitment Ad	NO	1			
6	26231	Social Media Specialist			Radio Recruitment Ad	NO	1			
7	22298	Traffic Coordinator			Radio Recruitment Ad	NO	1			
8	22298	Traffic Coordinator			Radio Recruitment Ad	NO	1			
9	22036	Board Operator			Trade Website	NO	1			
10	22036	Board Operator	09/14/2014		Employee Referral	NO	1			
11	22036	Board Operator			Employee Referral	NO	1			
12	22036	Board Operator			Radio Recruitment Ad	NO	1			
13	22036	Board Operator	03/01/2014		Employee Referral	NO	1			
14	22036	Board Operator			Walk In	NO	1			
15	22036	Board Operator	11/06/2013		Employee Referral	NO	1			

**Recruitment Sources Used**

**From:** Zimmer Radio of Mid-Missouri

**Date:** 9/29/2014

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**Recruitment Sources used between 10/1/2013 to 9/30/2014**

Sl.No.	Job #	Job Title	Date Filled	Recruitment Source for Actual Hire	Recruitment Sources utilized for this vacancy	Prong 2	Number of interviewees referred	Contact Person	Contact Address	Phone Number
16	22036	Board Operator			Employee Referral	NO	1			
17	22036	Board Operator	10/22/2013		Career Fair	NO	1			
18	21896	Administrative Assistant	11/11/2013		Radio Recruitment Ad	NO	1			
19	21896	Administrative Assistant			Radio Recruitment Ad	NO	1			
20	21896	Administrative Assistant			Radio Recruitment Ad	NO	1			
21	21896	Administrative Assistant			Radio Recruitment Ad	NO	1			
22	21896	Administrative Assistant			Radio Recruitment Ad	NO	1			
23	21896	Administrative Assistant			Radio Recruitment Ad	NO	1			
24	21380	Morning Drive DJ	04/21/2014		Job posting on internet	NO	1			
25	12428	Account Executive	08/31/2014		Employee Referral	NO	1			
26	12428	Account Executive			Employee Referral	NO	1			
27	12428	Account Executive			Radio Recruitment Ad	NO	1			
28	12428	Account Executive	08/04/2014		Station On-Air Advertisement	NO	1			
29	12428	Account Executive			Station On-Air Advertisement	NO	1			

**Recruitment Sources Used**

**From:** Zimmer Radio of Mid-Missouri

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**Recruitment Sources used between 10/1/2013 to 9/30/2014**

Sl.No.	Job #	Job Title	Date Filled	Recruitment Source for Actual Hire	Recruitment Sources utilized for this vacancy	Prong 2	Number of interviewees referred	Contact Person	Contact Address	Phone Number
30	12428	Account Executive			Drop In	NO	1			
31	12428	Account Executive			Station On-Air Advertisement	NO	1			
32	12428	Account Executive			Radio Recruitment Ad	NO	1			
33	12428	Account Executive			Employee Referral	NO	1			
34	12428	Account Executive			Employee Referral	NO	1			
35	12428	Account Executive			Station On-Air Advertisement	NO	1			
36	12428	Account Executive			Radio Recruitment Ad	NO	1			
37	12428	Account Executive	05/19/2014		Non-Employee Referral	NO	1			
38	12428	Account Executive			Radio Recruitment Ad	NO	1			
39	12428	Account Executive	04/15/2014		Radio Recruitment Ad	NO	1			
40	12428	Account Executive			Radio Recruitment Ad	NO	1			
41	12428	Account Executive	04/21/2014		Radio Recruitment Ad	NO	1			
42	12428	Account Executive			Radio Recruitment Ad	NO	1			
43	12428	Account Executive			Radio Recruitment Ad	NO	1			

**Recruitment Sources Used**

Date: 9/29/2014

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**Recruitment Sources used between 10/1/2013 to 9/30/2014**

SLNo.	Job #	Job Title	Date Filled	Recruitment Source for Actual Hire	Recruitment Sources utilized for this vacancy	Prong 2	Number of interviewees referred	Contact Person	Contact Address	Phone Number
44	12428	Account Executive			Radio Recruitment Ad	NO	1			
45	12428	Account Executive			Station Website Posting (One or More SEU Stations)	NO	1			
46	12428	Account Executive	03/01/2014		Radio Recruitment Ad	NO	1			
47	12428	Account Executive			Radio Recruitment Ad	NO	1			
48	12428	Account Executive			Radio Recruitment Ad	NO	1			
49	12428	Account Executive			Radio Recruitment Ad	NO	1			
50	12428	Account Executive	02/03/2014		Radio Recruitment Ad	NO	1			
51	12428	Account Executive			Radio Recruitment Ad	NO	1			
52	12428	Account Executive			Radio Recruitment Ad	NO	1			
53	12428	Account Executive			Station Website Posting (One or More SEU Stations)	NO	1			
54	12428	Account Executive			Radio Recruitment Ad	NO	1			
55	12428	Account Executive			Station Website Posting (One or More SEU Stations)	NO	1			

**Years Total Report**

**Date:** 9/29/2014

**From:** Zimmer Radio of Mid-Missouri

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**Yearly Totals between 10/1/2013 to 9/30/2014**

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<b>Recruitment Source</b>	<b>Total Referred</b>
1 Career Fair	2 ✓
2 Drop In	1 ✓
3 Employee Referral	23 ✓
4 Job posting on internet	4 ✓
5 Non-Employee Referral	1 ✓
6 Radio Ad	15 ✓
7 Radio Recruitment Ad	67 ✓
8 Referral	12 ✓
9 Station On-Air Advertisement	4 ✓
10 Station Website	18 ✓
11 Station Website Posting (One or More SEU Stations)	3 ✓
12 Trade Website	1 ✓
13 Univ of Mo Presentation	1 ✓
14 Walk In	1 ✓
15 Word of Mouth Referral	1 ✓
16 Zimmercommunications.com	4 ✓
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<b>Total Number of Persons Interviewed:</b>	<b>158</b>

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**Summary of Prong 3 Outreach Initiatives between 10/1/2013 to 9/30/2014**

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Sl.No.	Date	Activity Type	Points
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0

**Description:**

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**Total Points:**

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**Summary of Prong 3 Outreach Initiatives Report**

**From:** Zimmer Radio of Mid-Missouri

**Date**9/29/2014

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**Summary of Prong 3 Outreach Initiatives between 10/1/2013 to 9/30/2014**

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<b>Sl.No.</b>	<b>Date</b>	<b>Activity Type</b>	<b>No. Of Stations Participants</b>	<b>Participant Name</b>	<b>Hiring Authority?</b>	<b>Points</b>
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0

**Description:**

**Scope of Participation:**

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**Total Points:**

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**Exception Report**

**Date:** 9/29/2014

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**Exception Report from 10/1/2013 to 9/30/2014**

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Sl.No.	Job ID	Date Posted	Recruitment Source	Comment
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0

**Job Details:**

**Blind Job(s) Details Report**

**Date:** 9/29/2014

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**Blind Job(s) Details from 10/1/2013 to 9/30/2014**

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<b>Sl.No.</b>	<b>Job ID</b>	<b>Date Posted</b>	<b>Job Details</b>	<b>Reason for Blind Job</b>
1	28413	09/03/2014	Zimmer Radio And Marketing Group in mid-Missouri is searching for someone who is hard working, improvement oriented and maybe looking to get their first break in the radio industry.	

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**Interview Recruitment Source Report**

Date: 9/29/2014

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**Interview Recruitment Source Report from 10/1/2013 - 9/30/2014**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 28413

Job Title: Weekend Manager

Job Opening Period: 9/3/2014 - 12/31/2014

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
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Job ID: 28412

Job Title: KSSZ Talk Show Host

Job Opening Period: 9/3/2014 - 12/31/2014

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
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Job ID: 26809

Job Title: Engineering Asst

Job Opening Period: 6/17/2014 - 7/17/2014

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Brady Middlecamp	6/13/2014	Yes	6/30/2014	<b>Career Fair</b>

Job ID: 26231

Job Title: Social Media Specialist

Job Opening Period: 5/16/2014 - 7/31/2014

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Elizabeth Solomon	5/2/2014	No		Radio Recruitment Ad
Chris Nickler	5/30/2014	No		Radio Recruitment Ad
Katlyn Garrett	6/2/2014	No		Radio Recruitment Ad
Erica Vandenhouten	6/9/2014	No		Radio Recruitment Ad

**Interview Recruitment Source Report**

**Date:** 9/29/2014

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**Interview Recruitment Source Report from 10/1/2013 - 9/30/2014**

*Please note that the recruitment source used for hiring is bolded in the text below*

Job ID: 26231

Job Title: Social Media Specialist

Job Opening Period: 5/16/2014 - 7/31/2014

<b>Interviewee</b>	<b>Interview Date</b>	<b>Hire Status</b>	<b>Hire Date</b>	<b>Recruitment Source Referred By</b>
Natalie Dellamano	6/11/2014	No		Station Website

Job ID: 26230

Job Title: Social Media Specialist

Job Opening Period: 5/16/2014 - 5/16/2014

<b>Interviewee</b>	<b>Interview Date</b>	<b>Hire Status</b>	<b>Hire Date</b>	<b>Recruitment Source Referred By</b>
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Job ID: 24315

Job Title: News Anchor/Reporter

Job Opening Period: 1/31/2014 - 2/28/2014

<b>Interviewee</b>	<b>Interview Date</b>	<b>Hire Status</b>	<b>Hire Date</b>	<b>Recruitment Source Referred By</b>
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Job ID: 22298

Job Title: Traffic Coordinator

Job Opening Period: 10/1/2013 - 2/28/2014

<b>Interviewee</b>	<b>Interview Date</b>	<b>Hire Status</b>	<b>Hire Date</b>	<b>Recruitment Source Referred By</b>
Theresa Stockinger	11/22/2013	No		Radio Recruitment Ad
Jennifer Skinner	11/26/2013	No		Radio Recruitment Ad

**Exigent Circumstances Jobs Report**

**Date:** 9/29/2014

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**Exigent Circumstances Jobs from 10/1/2013 to 9/30/2014**

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<b>Sl.No.</b>	<b>Job Title</b>	<b>Date Filled</b>	<b>Job Type</b>	<b>Reason for Job</b>
0				

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## Jennifer Herrin

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**From:** Jamie Mac <jmac@zrgmail.com>  
**Sent:** Monday, September 01, 2014 11:33 AM  
**To:** jherrin@zrgmail.com  
**Subject:** FM Talk Show Host Opening

Here's a posting I just did on Allaccess.com for talk show host opening on KSSZ.

Zimmer Radio And Marketing Group is looking for an experienced talk show host to join our award winning team in Columbia, Missouri. The right candidate will have: a positive attitude, passion for local news/politics and gathering content for a daily show, have a strong work ethic and belief in radio, and like to have fun.

**Responsibilities include:**

- gather news/audio/interviews/content for a 3 hour long talk program M-F
- help maintain station website with daily content
- attend regular planning meetings for show and station
- update Social media pages

Other responsibilities may be assigned to you as needed.

5 years on air experience is required, preferably in a news/talk format.

Please send a mp3 demo, current resume and a current photo to [radiojobs@zrgmail.com](mailto:radiojobs@zrgmail.com). No phone calls, please.

Zimmer Radio And Marketing Group is an Equal Opportunity Employer.

Thanks,

Jamie Mac

Zimmer Radio and Marketing Group of Mid Missouri  
Main: 3215 Lemone Industrial Blvd, Suite 200, Columbia, MO 65201  
p 573 875-1099 / 800 455-1099 / ext 1287

"The true measure of a man is how he treats someone who can do him absolutely no good" - Samuel Johnson

## Jennifer Herrin

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**From:** Jamie Mac <jmac@zrgmail.com>  
**Sent:** Monday, September 01, 2014 11:34 AM  
**To:** jherrin@zrgmail.com  
**Subject:** Weekend Manager JC

Another post... this one is for Weekend Manager in JC... more of a stealth post if we put on MBA site.

Zimmer Radio And Marketing Group in mid-Missouri is searching for someone who is hard working, improvement oriented and maybe looking to get their first break in the radio industry.

Responsibilities would be based on current skill set, but would always have the opportunity to grow and learn different aspects of the broadcast industry.

Having some on air experience is not required, but it wouldn't hurt. Social media/video/website experience would be a huge plus.

Please send a mp3 demo, resume and a current photo to radiojobs@zrgmail.com. No phone calls, please.

Zimmer Radio And Marketing Group is an Equal Opportunity Employer.

Thanks,

Jamie Mac

Zimmer Radio and Marketing Group of Mid Missouri  
Main: 3215 Lemone Industrial Blvd, Suite 200, Columbia, MO 65201  
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**ZIMMER RADIO & MARKETING GROUP**  
WE'RE IN BUSINESS TO HELP YOUR BUSINESS GROW

### COMMITMENT TO EXCELLENCE

- 2013 ACM Station of the Year, KCLR, \*WINNER\*
- 2013 ACM Personality of the Year, Jamie Mac, finalist
- 2013 NAB Crystal Award, KTXV, finalist
- 2013 NAB Crystal Award, KSSZ, finalist
- 2013 Marconi Personality of the Year, Cosmo & Whitney, finalist
- 2013 Marconi Country Station of the Year, KCLR, finalist
- 2013 Marconi Small Market Station of the Year, KCLR, finalist
- 2013 Radio Wayne Broadcaster of the Year, John Zimmer, \*WINNER\*



## Jennifer Herrin

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**From:** Jamie Mac <jmac@zrgmail.com>  
**Sent:** Thursday, January 30, 2014 6:19 PM  
**To:** jherrin@zrgmail.com  
**Subject:** KZVV Posting - All Access

Zimmer Radio And Marketing Group is looking for an experienced news person for our Lake of The Ozarks property. This person will have a positive outlook on life, passion for great radio, and continually looking for ways to improve themselves - professionally and personally.

### Requirements:

GREAT attitude  
Strong writing and news gathering skills  
Knowledge of Adobe Audition  
Organized and able to work in a professional environment  
Website/Social Media abilities

### Preferred Knowledge:

Audio Vault Automation  
Voice tracking  
Video editing  
Podcasting

This job offers a competitive salary and benefits for small market radio. Plus, you would get to live and play in one of the most beautiful places in America. Great facility and lots of resources at your disposal.

Check out our Core Values to see if we would be a good fit for one another first:

<http://www.zimmercommunications.com/about-us/our-values/>

Please email your resume, MP3 (no longer than 3 minutes) and a current photo to [radiojobs@zrgmail.com](mailto:radiojobs@zrgmail.com). No phone calls.

Females strongly encouraged to apply.

Zimmer Radio And Marketing Group is an Equal Opportunity Employer.

Thanks,

Jamie Mac

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