

ANNUAL EEO PUBLIC FILE REPORT

KCLR – FM, KTXY – FM, KCMQ – FM, KSSZ – FM,
KTGR – AM, KTGR - FM, KATI – FM,
KWOS – AM, KFAL – AM, KZWV - FM
ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2008 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KCLR-FM licensed in Boonville, MO, Cooper County, KTXY – FM licensed in Jefferson City, MO, Cole County, KCMQ – FM licensed in Columbia, MO, Boone County, KSSZ – FM licensed in Fayette, MO, Howard County, KTGR – AM licensed in Columbia, MO, KTGR – AM licensed in Fulton, MO, Boone County, KATI – FM licensed in California, MO in Moniteau County, KWOS – FM licensed in Jefferson City, MO in Cole County, KFAL – AM licensed to Fulton, MO in Callaway County and KZWV – FM licensed to Eldon, MO in Callaway County, and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

This information contained in this Report covers the time period beginning October 1, 2013 to and including September 30, 2014 (the "Applicable Period"). The FCC's 2007 EEO Rule requires that this Report contain the following information:

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information.

Appendix 1 to
Annual EEO Public Report Form
Covering the Period from October 1, 2013 to and including September 30, 2014

Stations Comprising Station Employment Unit: KCLR – FM, KTXY – FM, KCMQ – FM, KSSZ – FM, KTGR – AM, KATI – FM, KWOS – AM, KFAL – AM, KTGR – FM, KZWV-FM

Section 1 Vacancy Information

Full time Positions – Account Executive (12), On Air Personality (2), Executive Assistant (2), News Anchor/Reporter (1), Production, (1) Morning Drive DJ (1)

Filled by Job Title – Account Executive, Morning Drive DJ, Administrative Assistant,
Engineering Assistant

Recruitment Source of Hires – (6) Recruitment Ad, (1) Employee Referral, (1) Non-
Employee Referral, (1) Job Posting on Internet, (1) Career Fair

Total of Interviewees: 158
from All Sources for These Positions

1. Career Fair – 3
2. Drop In – 2
3. Employee Referral – 23
4. Job Posting on Internet – 4
5. Non-Employee Referral – 14
6. Radio Ad – 86
7. Station Website – 25
8. Trade Website - 1

Total Number of Persons Interviewed During Applicable Period: 158

Appendix 2

Annual EEO Public Report Form

Covering the Period from October 1, 2013 to and including September 30, 2014 (the
“Applicable Period”).

Stations Comprising Employment Unit: KCLR-FM, KTXY-FM, KCMQ-FM, KSSZ-FM,
KTGR-AM, KATI-FM, KWOS-AM, KFAL-AM, KTGR-FM, KZWV-FM

Section 2: Recruitment Source Information: Zimmer Radio & Marketing Group, 3215
Lemone Industrial Blvd. Suite 200, Columbia, MO 65201, 573-875-1099, Jamie Mac,
Carey Wright, Andy Tutin, Jennifer Herrin, Dave Wisniewski, Carrie Lorenz

Total Number of Interviewees This Source has provided during Period – 158

Full-Time positions for which this source was utilized:

Account Executive (7), Morning Drive DJ (1), Administrative Assistant (1), Engineering
Assistant (1)

Appendix 3

Annual EEO Public File Report Form Covering the Period from October 1, 2013 to and including September 30, 2014 (the “Applicable Period”.)

Section 3: Supplemental (Non Vacancy Specific) Recruitment Activities Undertaken by KCLR-FM, KTXY-FM, KCMQ-FM, KSSZ-FM, KTGR-AM, KATI-FM, KWOS-AM, KFAL-AM, KTGR-FM, KZWV-FM

Internship Opportunities: Internships accepted year round with IT/Creative Services and Sales Departments

Participation in Job Fairs - Attended the following job fairs to recruit for current openings and future positions:

- 3rd Annual MU Part Time Job Fair – 8/22/13
- William Woods University Career Fair – 3/05/13

Participation in Job Banks/Internet Programs – Recruited for open positions with job postings:

- All Access
- HireMizzouGrads.com
- General notification to all agencies recommended by Mo Broadcasters Association

Participation in Other Activities – Job Shadowing:

- Hosted a student from Moberly Area Technical Center with an interest in marketing – 2/01/13

Participation in Programs sponsored by Educational Institutions:

- Partners in Education with Columbia Public Schools

Listing of Upper-Level Category Opening in Job Bank:

- Program Director
- General Manager

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

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

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	1-5, 7-25, 27-53, 56-59, 61-64, 66-74	42
Account Executive	1-5, 7-25, 27-53, 56-59, 61-64, 66-74	42
Account Executive	1-5, 7-25, 27-53, 56-59, 61-64, 66-74	42
Account Executive	1-5, 7-25, 27-53, 56-59, 61-64, 66-74	42
Account Executive	1-5, 7-25, 27-53, 56-59, 61-64, 66-74	38
Account Executive	1-5, 7-25, 27-53, 56-59, 61-64, 66-74	50
Account Executive	1-5, 7-25, 27-53, 56-59, 61-64, 66-74	19
Board Operator	1-10, 12, 14, 16-17, 19-23, 25, 28-33, 35-37, 39-40, 42, 45-49, 53-55, 57-72	42
Board Operator	1-10, 12, 14, 16-17, 19-23, 25, 28-33, 35-37, 39-40, 42, 45-49, 53-55, 57-72	6
Board Operator	1-10, 12, 14, 16-17, 19-23, 25, 28-33, 35-37, 39-40, 42, 45-49, 53-55, 57-72	19
Board Operator	1-10, 12, 14, 16-17, 19-23, 25, 28-33, 35-37, 39-40, 42, 45-49, 53-55, 57-72	19
Board Operator	1-10, 12, 14, 16-17, 19-23, 25, 28-33, 35-37, 39-40, 42, 45-49, 53-55, 57-72	19
Morning Drive DJ	1, 3-5, 7-12, 14, 16-17, 20-25, 27-32, 34-37, 39-40, 42, 46-49, 53, 55, 57-59, 61-64, 66-72	27
Administrative Assistant	1-5, 7-12, 14, 16-17, 20-25, 28-33, 35- 37, 39-40, 42, 45-49, 53, 55, 57-59, 61- 64, 66-72	42
Engineering Asst	2-12, 14, 16-17, 20-26, 28-33, 35-37, 40, 47-49, 53, 55, 57-64, 66-72	6

**KATI, KCLR, KCMQ, KFAL, KKCA, KSSZ, KTGR-AM, KTGR-FM, KTXY,
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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	American Indian Center 309 North Jefferson Springfield , Missouri 65806 Phone : 417-866-3439 Fax : 1-816-471-8543 Christine Molley	N	0
2	American Indian Council 317 North 11th Street 7th Floor St. Louis, Missouri 63101 Phone : 314-589-6653 Fax : 1-314-231-7923 Dawn Jordan	N	0
3	Black Economic Union 1601 East 18th Street Suite 300 Kansas City, Missouri 64180 Phone : 816-474-1080 Email : mba@mbaweb.org Fax : 1-816-474-5805 Cathy Thomas	N	0
4	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Kara Savio	N	0
5	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : mba@mbaweb.org Fax : 1-314-647-1575 Kara Savio	N	0
6	Career Fair	N	2
7	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Email : mba@mbaweb.org Fax : 1-660-248-3469 Mark Kelty	N	0

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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
8	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel	N	0
9	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : mba@mbaweb.org Fax : 1-417-690-3246 Ron Martin	N	0
10	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-335-2618 Ron Martin	N	0
11	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0
12	Columbia Daily Tribune 101 North 4th Street Columbia, Missouri 65201 Phone : (573) 815-1855 Fax : 1-573-815-1701 Classified Department	N	0
13	DeVry Institute of Technology 11224 Holmes Rd Kansas City , Missouri 64131 Phone : 8169410430 Fax : 1-816-941-0896 DeVry Institute of Technology DeVry Institute of Technology	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : Dylan.minor@ded.mo.gov Fax : 1-573-526-3494 Dylan Minor	N	0
15	Drop In	N	1
16	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : mba@mbaweb.org Fax : 1-417-873-7808 Tina Moore	N	0
17	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Fax : 1-417-873-7821 Drury College Drury College	N	0
18	Drury University 900 North Benton, FSC 114 Springfield, Missouri 65802 Phone : 417-873-7284 Fax : 1-417-873-7284 Tina Moore	N	0
19	Employee Referral KC Riedl	N	23
20	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
21	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0