

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

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
On-Air Talent/Board Operator	1-15	1
Integrated Marketing Consultant	1-15	1
Integrated Marketing Consultant	1-15	1
Business Office Assistant	1-15	1

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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	Alpha Media Careers Website www.alphamediausa.com/careers	N	10
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	0
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 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Lori Admire	N	3

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	1
15	Zip Recruiter	N	0
TOTAL Interviewees			16

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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.	Provide EEO Training to Management Level Personnel	On September 15, 2023, Market Manager participated in training webinar regarding FCC’s Equal Employment Opportunity Rules presented by Joan Stewart of Wiley Law.