

**KBBM(FM), KBXR(FM), KFRU(AM), KJMO(FM), KLIK(AM), KOQL(FM), and KPLA(FM)
EEO PUBLIC FILE REPORT
October 1, 2020 to September 30, 2021**

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	1, 3-9, 11-15	4
Account Executive #2	3-9, 11-15	15
Account Executive #3	3-9, 11-15	4
Program Director KFRU	3-9, 11-15	4

**KBBM(FM), KBXR(FM), KFRU(AM), KJMO(FM), KLIK(AM), KOQL(FM), and KPLA(FM)
EEO PUBLIC FILE REPORT
October 1, 2020 to September 30, 2021**

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	Columbia College Attn: Reyhan Jamerson 1001 Rogers Street Columbia, MO 65216 (ph) 573-875-7421	No	0
2	University of Missouri-Columbia Department of Communication Attn: Cathy Ehrhardt 115 Switzler Hall Columbia, MO 65211-2310	No	0
3	Oodle Website www.oodle.com	No	0
4	Cumulus Career Website www.cumulusmedia.jobs.net	No	32
5	Adzuna Website www.adzuna.com	No	0
6	Glassdoor Website www.glassdoor.com	No	0
7	Job is Job Website www.jobisjob.com	No	0
8	My Job Helper Website www.myjobhelper.com	No	0
9	The Job Spider Website www.jobspider.com	No	0
10	Internal Transfer/Promotion	No	0
11	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	No	22
12	On-Air Announcements	No	0
13	LinkedIn Website www.linkedin.com	No	0
14	Trovit Website www.trovit.com	No	0
15	Word-of-Mouth Referral	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Internship Program-Fall Semester August 2020- December, 2020	No	0
17	Internship Program-Spring Semester January 2021- May 2021	No	0
18	Internship Program-Summer Semester June 2021- August 2021	No	0
19	Internship Program Fall Semester August 2021- December 2021	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			55

**KBBM(FM), KBXR(FM), KFRU(AM), KJMO(FM), KLIK(AM), KOQL(FM), and KPLA(FM)
EEO PUBLIC FILE REPORT
October 1, 2020 to September 30, 2021**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Internship program – Fall Semester (August–Dec 2020)	During the period from August through December of 2020, the SEU hosted one student for the University of Missouri. This student intern worked with on-air staff and production, and was encouraged to participate in a diverse array of related activities, such as preparing for remote events and live on-air announcements. The intern was supervised by the SEU Program Manager KFRU.
2	Internship program – Spring Semester (January –May 2021)	During the period from January through May of this year, the SEU hosted one student for the University of Missouri. This student intern worked with on-air staff and production, and was encouraged to participate in a diverse array of related activities, such as preparing for remote events and live on-air announcements. The intern was supervised by the SEU Program Manager KFRU.
3	Internship program – Summer Semester (June – August 2021)	During the period from June through August of this year, the SEU hosted one student for the University of Missouri. This student intern worked with on-air staff and production, and was encouraged to participate in a diverse array of related activities, such as preparing for remote events and live on-air announcements. The intern was supervised by the SEU Program Manager KFRU.
4	Internship program – Fall Semester (August–Dec 2021)	During the period from August through December of this year, the SEU hosted two students for the University of Missouri. These student interns worked with on-air staff and production, and were encouraged to participate in a diverse array of related activities, such as preparing for remote events and live on air announcements. The interns were supervised by the SEU Program Manager KFRU.
5	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On September 9, 2021, our KFRU On-Air Talent presented a lecture on careers in local radio for a University of Missouri Journalism School class, during which he encouraged students to gain journalism experience within their local markets.