

2019-2020 ANNUAL EEO PUBLIC FILE REPORT

ZIMMER MIDWEST COMMUNICATIONS

KWTO – FM, KWTO – AM, KTXR – FM, KBFL – AM, KBFL - FM

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: KWTO-FM, KWTO-AM, KTXR-FM and KBFL-AM licensed in Springfield, MO, Greene County, KBFL-FM licensed in Buffalo, MO, Dallas 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 July 1, 2020 to and including September 30, 2020 (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

Annual EEO Public Report Form

Covering the Period from the commencement of Zimmer Midwest Communication's LMA of the station on July 1, 2020 to and including September 30, 2020 and including September 30, 2020, the date on which it closed on the purchase of the stations.

Stations Comprising Station Employment Unit: KWTO – FM, KWTO – AM, KTXR – FM, KBFL – AM, KBFL – FM

Section 1 Vacancy Information

Full time Positions – Sales Executive (6), Traffic Coordinator (1), Sales Director (1), News Director (1), Program Director (1), Operations Manager (1) and On-Air Talent (6)

Filled by Job Title – Sales Executive, Traffic Coordinator, Sales Director, Operations Manager, Program Directors, and On-Air Talent.

Recruitment Source of Hires –Employee Referral (4), Indeed (3), LinkedIn (0),

Consultant Referral (1), Job Board-All Access (1), Non-employee Referral (2) and Contract Employee/Internal Transfer (2) .

Appendix 2

Annual EEO Public Report Form

Covering the Period from July 1, 2020 to and including September 30, 2020 (the “Applicable Period”.)

Stations Comprising Employment Unit: KWTO – FM, KWTO – AM, KTXR – FM, KBFL – AM, KBFL - FM

Section 2: Recruitment Source Information: Zimmer Midwest Communications, 3000 E Chestnut Expressway, Springfield, MO 65802, 417-862-3751

Interviewers for this period were: Carla Leible, Jonathan Durbin, Libby Nolan, Jeff Allen, and Jeremy Washington

Total Number of Persons Interviewed During Applicable Period for These Positions: 57

Employee Referral (11), Indeed (17), Job Board (3), LinkedIn (20), and Consultant Referral (2), Contract Employee/Internal Transfer (2), and Non-employee Referral (2).

Appendix 3

Annual EEO Public File Report Form Covering the Period from July 1, 2020 to and including September 30, 2020 (the “Applicable Period”.)

Section 3: Supplemental (Non Vacancy Specific) Recruitment Activities Undertaken by KWTO – FM, KWTO – AM, KTXR – FM, KBFL – AM, KBFL - FM

Internship Opportunities: Internships accepted year round with Missouri State University, Drury University and Southwest Baptist University.

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

- Looking for our next award winning on air talent. – 7/1/20-9/30/2020
- On Air job postings - All Access.com postings for opportunities - 7/1/2020 – 9/30/2020
- Posting jobs on Indeed.com, LinkedIn (7/1/2020 – 09/30/2020)