

**KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM****EEO PUBLIC FILE REPORT****October 1, 2014 - September 30, 2015****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Advertising Sales Representative	4-6, 8-10, 13-20, 23-26, 29-30, 32, 34-42, 47, 49-56, 58, 60-61, 66-67, 69-70, 72-73, 76, 79-85, 88, 90-91, 93-96, 98	60
Customer Service Representative	1-4, 6-7, 9-25, 28-37, 39-40, 42-53, 55-65, 67-72, 74-78, 80, 82-90, 92-99	60
On Air Programmer	27	27

**KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM**
**EEO PUBLIC FILE REPORT**
**October 1, 2014 - September 30, 2015**
**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Altrusa Club 931 East McKinsey Moberly, Missouri 65270 Phone : 660 269-3060 Email : lbb59@yahoo.com Lori Ballew	N	0
2	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : mba@mbaweb.org Fax : 1-417-883-2259 Donnie Harris	N	0
3	American Federation of Television and Radio Artists 1310 Papin #103 St Louis, Missouri Fax : 1-314-231-8412 Career Service	N	0
4	American Indian Center 309 North Jefferson Springfield , Missouri 65806 Phone : 417-866-3439 Fax : 1-816-471-8543 Christine Molley	N	0
5	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
6	Army Community Service 486 Replacement Ave. Building 486 Ft Leonard Wood, Missouri 65473 Phone : 573-596-0212 Email : daniel.a.danzo.civ@mail.mil Daniel Danzo	Y	0



**KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM****EEO PUBLIC FILE REPORT****October 1, 2014 - September 30, 2015****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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7	Avila University 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-501-3666 Url : avila.edu Email : careers@avila.edu Fax : 1-816-501-2461 Susan Wulff	N	0
8	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
9	Broadcast Center 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Url : http://www.broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Kara Savio	N	0
10	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
11	Catholic Employment Network 7717 Highway N Dardenne Prarie, Missouri 63368 Phone : 636561-4451 Url : www.catholicemploymentnetwork.org Email : jobpostings@catholicemploymentnetwork.org Msgr Ted L Wojcicki	N	0
12	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : ww Walton@cccb.edu Fax : 1-660-263-3936 William Walton	N	0

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13	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 Kelyt	N	0
14	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
15	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
16	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-335-2618 Ron Martin	N	0
17	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Url : http://www.cofo.edu Email : career@cofo.edu Jim Freeman	N	0
18	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0



**KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM****EEO PUBLIC FILE REPORT****October 1, 2014 - September 30, 2015****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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19	Columbia College 3900 Highway D Lake Ozark, Missouri 65049 Phone : 573-875-4563 Url : <a href="http://www.ccis.edu/nationwide/main.asp?lakeozark">http://www.ccis.edu/nationwide/main.asp?lakeozark</a> Email : <a href="mailto:rajamerson@ccis.edu">rajamerson@ccis.edu</a> Rayhan Jamerson	N	0
20	Columbia Daily Tribune 101 North 4th Street Columbia, Missouri 65201 Phone : (573) 815-1855 Fax : 1-573-815-1701 Classified Department	N	0
21	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Url : <a href="http://devry.edu">devry.edu</a> Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-816-941-0239 Gerry Ellis	N	0
22	Digity Corporation Intranet Site 701 North Point Parkway Suite 500 Palm Beach, Florida 33407 Email : <a href="mailto:april.wilson@digity.me">april.wilson@digity.me</a> April Wilson, CDMC	N	0
23	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : <a href="mailto:Dylan.minor@ded.mo.gov">Dylan.minor@ded.mo.gov</a> Fax : 1-573-526-3494 Dylan Minor	N	0
24	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-417-873-7808 Tina Moore	N	0



## KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM

## EEO PUBLIC FILE REPORT

October 1, 2014 - September 30, 2015

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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25	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Fax : 1-417-873-7821 Drury College Drury College	N	0
26	Employee Referral	N	1
27	Exigent Circumstances	N	1
28	Florissant Valley Community College 3400 Pershall Road St. Louis, Missouri 63135 Phone : 314-513-4543 Email : mwalsh@stlcc.edu Fax : 1-314-513-4726 Michela Walsh	N	0
29	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
30	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
31	Grupo Latino Americano 318 Park Central East Suite 623 Springfield, Missouri 65806 Phone : 417-868-0608 Email : grupolatino417@hotmail.com Fax : 1-417-868-8499 Yolanda Lorge	N	0
32	Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : www.tornadic.com/gci/ Fax : (816) 561-7009 Frances Wallace	N	0



KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM

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33	Hannibal LaGrange College 2800 Palmyra Rd Hannibal, Missouri 63401 Phone : 573-221-3675 Email : krichard@hlg.edu Fax : 1-573-221-6594 Karry Richardson	N	0
34	Hannibal-Lagrange College 2800 Palmyer Road Hannibal, Missouri 63401 Phone : 573-221-3675 Email : mba@mbaweb.org Fax : 1-573-221-6594 Dr. Karry Richardson	N	0
35	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Email : mba@mbaweb.org Fax : 1-314-340-3389 Wanda McNeal	N	0
36	Heart of America Indian Center 600 West 39th St. Kansas City, Missouri 64111 Phone : (816) 931-5229 Url : members.aol.com/indianbrav/haic.html Fax : (816) 421-6493 Director of Placement	N	0
37	Hispanic Chamber of Commerce of Greater Kansas City 1600 Baltimore Suite 250 Kansas City, Missouri 64108 Phone : (816) 472-6767 Url : www.hispanicchamberofkc.com/jobcenterinfo.asp Email : info@hispanicchamberofkc.com Director of Placement	N	0
38	Job Fair	N	3
39	KRCG-TV Job Link 13 P.O. Box 659 Jefferson City, Missouri 65102 Phone : (573) 443-1300 Fax : 1-573-896-5193 Jeff Jones	N	0



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**October 1, 2014 - September 30, 2015**
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40	Lebanon Chamber 186 N. Adams Lebanon, Missouri 65536 Phone : 417-588-3256 Url : <a href="http://www.lebanonmissouri.com">http://www.lebanonmissouri.com</a> Email : <a href="mailto:darrell@lebanonmissouri.com">darrell@lebanonmissouri.com</a> Darrell Pollock	N	0
41	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
42	Lindenwood College 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-636-949-4790 Dana Wehrli	N	0
43	Maryville University 13550 Conway Road St Louis, Missouri 63141 Phone : 314-576-9300 Email : <a href="mailto:career@maryville.edu">career@maryville.edu</a> Fax : 1-314-529-9923 Lynn Willits	N	0
44	Missouri Baptist University One College Park Drive St. Louis, Missouri 63141-8698 Phone : 314-392-2111 Email : <a href="mailto:killbblr@mobap.edu">killbblr@mobap.edu</a> Fax : 1-314-434-7596 Ray Killebrew	N	0
45	Missouri Broadcasters 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Mark Gordon	N	0



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**EEO PUBLIC FILE REPORT**
**October 1, 2014 - September 30, 2015**
**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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46	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> Fax : 1-573-634-8258 Terry Harper	N	0
47	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	N	0
48	Missouri School of Journalism in Columbia 76 Gannett Hall Columbia, Missouri Phone : 573-882-0373 Email : <a href="mailto:mujourcareerservices@missouri.edu">mujourcareerservices@missouri.edu</a> Career Services	N	0
49	Missouri School of Journalism, Career Services 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : <a href="mailto:willisb@missouri.edu">willisb@missouri.edu</a> Barbara G. Willis	N	0
50	Missouri Science & Technolgy 1870 Miner Circle Rolla, Missouri 65401 Phone : 417-341-4951 Url : <a href="http://www.mst.edu">http://www.mst.edu</a> Email : <a href="mailto:kapeller@mst.edu">kapeller@mst.edu</a> Colleen Kapeller	N	0
51	Missouri Southern 3950 Newman Rd Joplin, Missouri 64801 Phone : 417-625-9343 Url : <a href="http://www.mssu.edu">http://www.mssu.edu</a> Email : <a href="mailto:careerservices@mssu.edu">careerservices@mssu.edu</a> Nicole Brown	N	0

**KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM**
**EEO PUBLIC FILE REPORT**
**October 1, 2014 - September 30, 2015**
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52	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Email : mba@mbaweb.org Fax : 1-417-625-9338 Pat Hurley	N	0
53	Missouri Southern State College 3950 E Newman Rd Joplin, Missouri 64801 Phone : 417-625-9300 Fax : 1-417-625-3121 Missouri Southern State College Missouri Southern State College	N	0
54	Missouri Valley College 500 East College Marhall, Missouri 65340 Phone : 660-831-4080 Email : mba@mbaweb.org Brie Dittmer	N	0
55	My Ozarks On Line 18553 Gentry Road Lebanon, Missouri 65536 Phone : 417-532-9111 Url : <a href="http://www.myozarksonline.com">http://www.myozarksonline.com</a> Mike Edwards Manual Posting	N	0
56	NAACP 104 Opal Street St. Robert, Missouri 65584 Phone : 573-336-1272 Email : carl.grandberry@yahoo.com Carl Grandberry	Y	0
57	North Central Missouri College 1301 Main Street Trenton, Missouri 64683 Phone : 660-359-3948 Email : tutto@mail.ncmissouri.edu Fax : 1-660-359-2210 Tyson Otto	N	0



## KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM

## EEO PUBLIC FILE REPORT

October 1, 2014 - September 30, 2015

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58	Northwest Missouri State University no listing Maryville, Missouri 64468 Phone : 816-562-1212 Email : career@nwmissouri.edu Northwest Missouri State University Northwest Missouri State University	N	0
59	Olin School of Business 1 Brookings Drive Box 1157 St. Louis, Missouri 63130 Phone : 314-935-5950 Email : adminwcr@olin.wustl.edu Lisa Wilson	N	0
60	On Air Recruitment Ad	N	13
61	Ozark Technical College 22360 Highway MM Lebanon, Missouri 65536 Phone : 417-447-8932 Url : http://www.otc.edu Email : lebanon@otc.edu Kathy Christy	N	0
62	Rockhurst College 1100 Rockhurst Road Kansas City, Missouri 64110 Phone : 816-501-4829 Email : kelly.young@rockhurst.edu Fax : 1-816-501-4615 Kelly Young	N	0
63	SBU - Mtn. View Campus Career Services 162 East First Street Mountain View, Missouri 65548 Phone : 417-934-2999 Url : www.sbuniv.edu/mountainview Email : paularaney@sbuniv.edu Fax : 1-417-934-1543 Paula Raney	N	0
64	SMSU-West Plains Career Center 128 Garfield West Plains, Missouri 65775 Phone : 417-255-7230 Fax : 1-417-255-7231 Jay Gentry	N	0



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65	Southeast Missouri State University One University Plaza, MS 1000 Academic Hall 057 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : semo.edu Email : careerservices@semo.edu Fax : 1-573-651-2583 Michele Tapp	N	0
66	Southwest Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5636 Jack Hunter	N	0
67	Southwest Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5000 Southwest Missouri State University Southwest Missouri State University	N	0
68	St. Louis Community College 300 S. Broadway St. Louis, Missouri 63102 Phone : 314-539-5210 Email : hremp@stlcc.edu Fax : 1-314-539-5493 S. Lonati	N	0
69	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Email : mba@mbaweb.org Fax : 1-314-977-3486 Scott Plowman	N	0
70	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : styler@urbanleague.stl.org Fax : 1-314-531-7462 Sidney Tyler	N	0



## KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM

## EEO PUBLIC FILE REPORT

October 1, 2014 - September 30, 2015

## 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
71	Truman State University 100 East Normal Kirksville, Missouri 63501 Phone : Services Email : careers@truman.edu Career Center	N	0
72	Truman State University 100 E. Normal Kirksville, Missouri 63501 Phone : 660/785-4353 Url : www.truman.edu Fax : 660/785-4366 Jan Fishback	N	0
73	Univ. of Missouri-Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Email : career@missouri.edu Amanda Nell	N	0
74	University Career Center McKinney Center 100 E. Normal Kirksville, Missouri 63501 Phone : 660-785-4353 Email : careers@truman.edu Fax : 1-660-785-4366 Lesa Ketterlinus	N	0
75	University Of Missouri 909 Lowery Mall Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 Career Services n/a	N	0
76	University of Missouri 201 Student Success Center 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-882-6801 Url : http://www.missouri.edu Email : career@missouri.edu Joe Johnston	N	0



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77	University of Missouri - KC 4825 Troost Kansas City, Missouri 64110 Phone : 816-235-1000 Email : haynesa@umkc.edu Fax : 1-816-235-5534 Annette Haynes	N	0
78	University of Missouri - St Louis One University Blvd St Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-6535 Career Services	N	0
79	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	0
80	University of Missouri- Kansas City 5100 Rockhill Rd Kansas City , Missouri 64110 Phone : 816-235-1000 Fax : 1-816-235-1717 University of Missouri- Kansas City University of Missouri- Kansas City	N	0
81	University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla	N	0
82	University of Missouri- St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-5378 University of Missouri- St. Louis University of Missouri- St. Louis	N	0



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83	University of Missouri-Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5515 Kelly Limpic	N	0
84	University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis , Missouri 63121 Phone : 314-516-5100 Email : mba@mbaweb.org Fax : 1-314-516-6535 Emily Mceneny	N	0
85	Unversity of Missouri-Rolla 1870 Miner Circle/303 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4254 Email : mba@mbaweb.org Fax : 1-573-341-4253 LeAnn Morton	N	0
86	Urban League of Metropolitan St. Louis 26 North Oaks Plaza St. Louis, Missouri 63121 Phone : 314-679-3509 Email : bbtillis@yahoo.com Fax : 1-314-679-3501 Bradford Tillis	N	0
87	Urban League of Metropolitan St. Louis, INC. 8960 Jennings Station Road St. Louis, Missouri 63136 Phone : 314-506-5306 Email : Hwhiting@urbanleague-stl.org Fax : 1-314-388-9845 Hollis Whiting	N	0
88	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Email : mba@mbaweb.org Fax : 1-314-935-5905 Mark Smith	N	0

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89	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Email : WU_CareerCenterWorkstudy@wumail.wustl.edu Fax : 1-314-935-5905 Qian Emily Yang	Y	0
90	Waynesville Career Academy 400 G.W. Lane Waynesville, Missouri 65583 Phone : 573-842-2500 Url : <a href="http://www.waynesville.k12.mo.us/domain/9">http://www.waynesville.k12.mo.us/domain/9</a> Email : jcassity@waynesville.k12.mo.us Jim Cassity	N	0
91	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Email : mba@mbaweb.org Ray Angle	N	0
92	Webster University 470 E. Lockwood Avenue St. Louis, Missouri 63119 Phone : 314-968-6982 Email : careercn@webster.edu Ray Angle	N	0
93	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Fax : 1-314-968-7112 Webster University Webster University	N	0
94	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0



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95	Westminster College no listing Fulton, Missouri 65251 Phone : 573-642-3361 Fax : 1-573-642-6356 Westminster College Westminster College	N	0
96	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : mba@mbaweb.org Fax : 1-816-415-5027 Judy Rychlewski	N	0
97	William Jewel College 500 College Hill WJC Box 1058 Liberty, Missouri 64068 Phone : 816-781-7700 Email : rychlewskj@william.jewell.edu. Judy Rychlewski	N	0
98	William Woods University no listing Fulton , Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 William Woods University William Woods University	N	0
99	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : kcwen.org Email : tbomar@kcwen.org Fax : 1-816-822-8607 Bomar Tonia	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</b>



**KBNN-AM, KFBD-FM, KIIK-AM, KJEL-FM, KJPW-AM, KOZQ-FM****EEO PUBLIC FILE REPORT****October 1, 2014 - September 30, 2015****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>
1	6/6/2015	Provision of training to management	The Art of Hiring Smart session held June 6, 2015 at the Missouri Broadcasters Convention. The seminar was conducted by Carletta Clyatt from the OmniaGroup and dealt with proper hiring techniques and compliance	1	Market Manager
2	8/13/2015	Participation in Job Fairs	Participated in Job Fair sponsored by U.S. Congress Woman Vicky Hartzler in Lebanon, Missouri	2	Market Manager Sales Manager
3	8/27/2015	Participation in Job Fairs	Waynesville St. Robert Chamber of commerce is conducting their 11th annual Operation Workforce Job Fair. Waynesville Digity Operations Manager Gary Knehans represented our Waynesville-Lebanon LLC stations at the ARK Community Center. Civilians as well as Military personal that are retiring or leaving the military at Fort Leonard Wood attend the event each year.	1	Operations Manager
4	9/17/2015	Provision of training to management	Attorney Gregg Skall conducted a one hour seminar on EEO compliance through the Missouri Broadcasters Association.	1	Market Manager
5	9/19/2015	Participation in events sponsored by community groups	Participated in the Lebanon Area Chamber of Commerce Business and Community Expo and job fair. During the event our stations broadcast live inviting the community to visit us during this free event and learn about radio broadcasting and the job opportunities that are available in the broadcast field. Applications for employment were on hand and provided to anyone wishing to be added to our list of potential hiring pool.	4	Market Manager Sales Manager Serior Salesman Operations Manager