

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM
EEO PUBLIC FILE REPORT
October 1, 2018-September 30, 2019**

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 Announcer	1-28	13
Account Executive	1-28	13
Account Executive	1-28	13
On Air Announcer	1-28	11
Account Executive	1-28	13
Account Executive	1-28	13
Account Executive – Inside Sales	1-28	11

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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/jobs/	N	14
2	American Business Women’s Association 2834 Roanoke Springfield, MO 65807 PH 417-883-2259 Contact: Donnie Harris mba@mbaweb.org	N	0
3	American Federation of Television and Radio Artists 1310 Papin, #103 St Louis, MO Contact: Career Service Fax 314-231-8412	N	0
4	American Southwest Missouri Indian Center 543 S Scenic Ave Springfield, MO 65802 PH 417-869-9550 Contact: Ken Estes	N	0
5	Army Community Service 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 daniel.a.danzo.civ@mail.mil Contact: Daniel Danzo	N	0
6	Broadcast Center 2360 Hampton Avenue St Louis, MO 63139 placement@broadcastcenterinfo.com Contact: Don Golaszewski	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Career Placement Office University of Missouri / Kansas City Kansas City, MO 63139 PH 314-647-8181 http://careerexec.com info@careerexec.com Fax 816-123-1234 Contact: Recruitment Clerk	N	0
8	College of the Ozarks PO Box 17 Point Lookout, MO 65726 career@cofo.edu Contact: Jim Freeman	N	0
9	Facebook Jobs	N	3
10	Columbia College 3900 Highway D Lake Ozark, MO 65049 rajamerson@ccis.edu Contact: Rayhan Jamerson	N	0
11	Word-of-Mouth Referral	N	2
12	Grupo Latino Americano 918 E. Calhoun St Springfield, MO 65802 Grupolantino417@hotmail.com Phone 417-868-1348 Contact: Yolanda Lorge	N	0
13	Indeed Website (<i>automated posting from Alpha Media careers website</i>) www.indeed.com	N	18
14	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
15	Lincoln University 820 Chestnut Street Jefferson City, MO 65101 PH 573-681-5167 Fax 573-681-5165 meyerj@lincolnu.edu Contact: John Meyer	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 www.careerpage.org mba@mbaweb.org Contact: Mark Gordon	N	0
17	Missouri Jobs Center <i>(and related recruitment events)</i> 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Dianna Perry	N	3
18	Missouri School of Journalism 76 Gannett Hall Columbia, MO 65211 PH 573-882-0373 career@missouri.edu Contact: Career Services	N	0
19	Missouri Science and Technology 1870 Miner Circle Rolla, MO 65401 PH 417-341-4951 kapeller@mst.edu Contact: Colleen Kapeller	N	0
20	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 http://www.myozarksonline.com Contact: Mike Edwards	N	2
21	NAACP 104 Opal Street St. Robert, MO 65584 PH 573-336-1271 carl.grandberry@yahoo.com Contact: Carl Granberry	N	0
22	On-Air Announcements <i>(one or more SEU stations)</i>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Ozark Technical College 22360 Highway MM Lebanon, MO 65536 PH 417-447-8932 Lebanon@otc.com	N	0
24	SBU – Mt. View Campus Career Services, 162 East First Street Mt View, MO 65548 PH 417-934-2999 paularaney@sbuniv.edu Fax 417-934-1543 Contact: Paula Raney	N	0
25	SMSU – West Plains Career Center, 128 Garfield West Plains, MO 65775 PH 417-255-7230 Fax 417-255-7231 Contact: Jay Gentry	N	0
26	Walk-In/Self-Referral	N	1
27	William Jewel College 500 College Hill WJC Box 1058 Liberty, MO 64068 PH 816-781-7700 blandm@william.jewell.edu Contact: Marissa Bland	N	0
28	Women’s Empowerment Network 920 Main, Suite 100 Kansas City, MO 64105 PH 816-822-8083 Fax 816-822-8607 tbomar@kcwen.org Contact: Tonia Bomar	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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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 December 7, 2018, our Market Manager participated in a webinar regarding the FCC's EEO rules sponsored by the Missouri Broadcasters Association, Colorado Broadcasters Association and New Jersey Broadcasters Association with staff from the law firm of Fletcher, Heald & Hildreth.
2.	Internship program	During December 2018, our SEU hosted an intern from the Central Region Workforce Development Board Youth 180. The intern was supervised by our SEU's News Director and, through the program, learned about the skills necessary to succeed in news reporting and on-air announcing.
3	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 13, 2019, our SEU participated in a career day at Missouri State University. SEU participants included representatives from our sales and programming departments, who spoke with students regarding careers in broadcasting.
4	Sponsorship of event in the community designed to increase public awareness as to employment opportunities in broadcasting	On August 27, 2019, our SEU held an open recruitment event at the Missouri Job Center in Lebanon, MO. The Job Center distributed flyers and posted announcements on its website to promote the event. Our SEU also announced the event on KJEL-FM's weekly jobs program. Our Market Manager represented the SEU, and conducted interviews for various Account Representative roles.
5	Participate in Job Fair	On September 14, 2019, our SEU participated in the Lebanon Chamber of Commerce Business Expo and Job Fair at the Lebanon, Missouri Civic Center. SEU participants included Sales Managers as well as other members of our sales and news staff, who shared information with attendees about career opportunities in broadcasting as well as openings within the SEU.