

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021-September 30, 2022**

**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>
Account Executive	1-20	6
Assistant Traffic Director	1-20	5
Account Executive	1-20	2
Assistant Traffic Director	1-20	8
On Air Announcer	1-20	4

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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	<b>All Access</b> Allaccess.com	N	1
2	<b>Alpha Media Careers Website</b> www.alphamediausa.com/jobs/	N	1
3	<b>Army Community Service</b> 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 <a href="mailto:daniel.a.danzo.civ@mail.mil">daniel.a.danzo.civ@mail.mil</a> Contact: Daniel Danzo	N	0
4	<b>Broadcast Center</b> 2360 Hampton Avenue St Louis, MO 63139 <a href="mailto:placement@broadcastcenterinfo.com">placement@broadcastcenterinfo.com</a> Contact: Don Golaszewski	N	0
5	<b>College of the Ozarks</b> PO Box 17 Point Lookout, MO 65726 <a href="mailto:career@cofo.edu">career@cofo.edu</a> Contact: Jim Freeman	N	0
6	<b>Facebook Job Search</b>	N	4
7	<b>Glassdoor</b> <b>Glassdoor.com</b>	N	0
8	<b>Indeed Website</b> Indeed.com	N	12
9	<b>Internal Referral</b>	N	1
10	<b>Lebanon Area Chamber of Commerce</b> 186 N. Adams Lebanon, MO 65536 417-588-3256 <a href="mailto:Darrell@lebanonmissouri.com">Darrell@lebanonmissouri.com</a> Contact: Darrell Pollock	N	0
11	<b>Linked in</b> <b>Linkedin.com</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>Missouri Broadcasters Association</b> 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 <a href="http://www.careerpage.org">www.careerpage.org</a> <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Contact: Mark Gordon	N	0
13	<b>Missouri Job</b> 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 <a href="https://jobs.mo.gov">https://jobs.mo.gov</a> Contact: Dianna Perry	N	2
14	<b>My Ozarks On Line</b> PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 <a href="http://www.myozarksonline.com">http://www.myozarksonline.com</a> Contact: Mike Edwards	N	0
15	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	1
16	<b>Recruiter</b> <b>Recruiter.com</b>	N	0
17	<b>Sports Talent Agency</b> <b>Staatalent.com</b>	N	0
18	<b>Walk-In/Self-Referral/Word of Mouth</b>	N	3
19	<b>Wehaveyourjob.com</b> Alpha Media Lebanon, MO 65536 <a href="http://wehaveyourjob.com">http://wehaveyourjob.com</a> PH 417-53209111 Contact: Mike Edwards	N	0
20	<b>Zip Recruiter</b>	N	0
<b>TOTAL Interviewees</b>			25

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 4, 2021, Waynesville Operations Manager participated in a career fair at the Waynesville Career Center. A total of 18 students visited with our representative about broadcasting opportunities and internships.
2.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On November 10, 2021, the law firm of Thompson Coburn LLP presented a webinar on Labor and Employment. Subjects included VESSA, Sexual violence, unpaid leave, OSHAA mandatory vaccine law requirements, remote workers and part-time employees.
3.	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 4, 2022, a student from Dixon High School participated in a job shadow program with staff at Waynesville-Lebanon. He met with staff from sports, on-air and management regarding opportunities in broadcast and discussed what career path in college would best serve his desire to be in Radio Broadcasting.
4.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On June 21, 2022, our SEU participated in a training with Circa/Diversity Jobs. The program was designed to provide a better understanding and enhance our recruitment efforts through posting, reaching out to, and attract applicants of color, women, LGBTQHA+, people with disabilities, veterans and more.
5.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On August 10, 2022, our SEU participated in a zoom meeting through Missouri Broadcasters Association and National Association of Broadcasters on strategies to Attract and Retain Diverse Talent. The meeting was lead by Michelle Duke at National Association of Broadcasters.