

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
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	All Access Allaccess.com	N	1
2	Alpha Media Careers Website www.alphamediausa.com/jobs/	N	1
3	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
4	Broadcast Center 2360 Hampton Avenue St Louis, MO 63139 placement@broadcastcenterinfo.com Contact: Don Golaszewski	N	0
5	College of the Ozarks PO Box 17 Point Lookout, MO 65726 career@cofo.edu Contact: Jim Freeman	N	0
6	Facebook Job Search	N	4
7	Glassdoor Glassdoor.com	N	0
8	Indeed Website Indeed.com	N	12
9	Internal Referral	N	1
10	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com Contact: Darrell Pollock	N	0
11	Linked in Linkedin.com	N	0

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

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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.