

## **EEO Public File Report**

The purpose of this Annual EEO Public File Report for Broadcast Stations (this “Report”) is to comply with Section 73.2080(c)(6) of the Commission’s EEO Rules.

This report has been prepared on behalf of the station employment unit (the “Station Employment Unit”) which is comprised of the following broadcast stations: KCAX, KOMC and KRZK (the “Reporting Station”) is intended to be placed in the public inspection files, and on the website, of any of the Reporting Station by the applicable Commission deadline.

The information contained in this Report covers the time period from October 1, 2018 to, and including, September 30, 2019 (the “Reporting Period”). The Commission’s EEO Rules require that this Report contain the following additional information:

A list of all full-time vacancies filled by the Reporting Station during the Reporting Period, identified by job title;

For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the Commission’s EEO rules, which should be separately identified), identified by name, address, contact person and telephone number;

Data reflecting the total number of persons interviewed during the preceding year;

The recruitment source that referred the potential employee for each full-time vacancy during the Reporting Period;

Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;

A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the Commission’s EEO Rules during the Reporting period.

# KOMC KRZK Radio, LLC

KCAX Facility ID #68415

KOMC FM Facility ID #34328

KRZK FM Facility ID #68416

## **FCC 396 – Narrative Statement**

Hometown Radio is dedicated to providing broad outreach regarding job vacancies at our radio stations. Community organizations that wish to receive a listing of our vacancy information should contact Toni Whitted at 417-337-7855. Anyone interested should visit [hometowndailynews.com](http://hometowndailynews.com) for an online listing of job openings at all Hometown radio stations.

KRZK, KCAX and KOMC are equal opportunity employers. Women and minorities are encouraged to apply.

## **Full time employees as of October 1, 2019**

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#1 Sales Position – Harland Reames

#2 Sales Position – Dakota Grigg

#3 Sales Position –

#4 Sales Position –

Operations Manager – Scott McCaulley

Program Director KRZK– Greg Pyron

Program Director KOMC - Josh Grisham

Announcer #1 – Janet Ellis

Studio Engineer - Stefanie Wright

Office Manager – Laura Miller

Traffic Director – Kristen Clemmens

## **Vacancies Filled October 1, 2018 – September 30, 2019**

**Account Executive Position (#2)**

**Position opened May, 31, 2019**

Sales position #2 filled August 15, 2019

Recruitment Source – Employee referral

## **Vacancies Filled October 1, 2018 – September 30, 2019**

**Office Manager**  
**Position Opened July 9, 2019**  
Office Manager filled July 10, 2019  
Recruitment Source – Employee Transfer

**Total number of interviews conducted October 2018 through September 2019 - 4**

**Number of Interviews Per Recruitment Source**

Radio ads – 2  
TV ads - 0  
Website ads - 0  
Employee Referral - 2  
Missouri Career Center - 0  
College of the Ozarks - 0  
Ozarks Technical College - 0  
Indeed.com – 0

**Supplemental Recruitment Initiatives**

*Scholarship Programs*

**Branson High School Sportscaster Scholarship -**

Each year two students from Branson High School, one male and one female, are awarded a monetary scholarship from Hometown Radio. The students selected are high school seniors who have college plans with sports majors and are chosen by their peers and coaches.

**College of the Ozarks Media Scholarship –**

Each year one student from College of the Ozarks is awarded a monetary scholarship from Hometown Radio. The selection is made by the school to a student majoring in the field of broadcasting.

**Supplemental Recruitment Initiatives (continued)**

*Internship Program*

Recruitment effort performed through area high schools and colleges by offering Internship Program information in all Career Days attended. Interns learn all aspects of broadcasting; studio knowledge, sales and marketing, business and community projects.

*Career Days and Job Fairs*

College of the Ozarks Fall Career Day held September 27, 2018.  
Station representatives manned booth, distributed station information and employment applications and presented information on station's internship program.

College of the Ozarks Spring Career Day held March 27, 2019.

Station representatives manned booth, distributed station information and employment applications and presented information on station's internship program.

North Arkansas College 2019 College of Business and Technology Job Fair held March 7, 2019. Station representative manned booth, distributed station information and employment applications and presented information on station's internship program.

Career Day held April 9, 2019 at Reeds Spring Boys and Girls Club. Station representative Kristen Clemmens manned a booth and explained the various careers in broadcasting to 70 students. As an added activity, the students interviewed each other as if doing a live on-air broadcast.

### **Supplemental Recruitment Initiatives (continued)**

#### *Media Participation in Education*

2018 - 2019 School year (September 2018 through May 2019) Teacher of the Month awarded to teachers in area schools. Janet Ellis and various station representatives and sponsors presented awards and class party. Various aspects of broadcasting were discussed with a question and answer session for the students. Sound bytes of teacher and class recorded and aired. Pictures, sound bytes and brief synopsis posted on website each month.

December 15, 2018 – Kristen Clemmens worked a booth, representing our media group, at the Taneyville Elementary School as part of Taney County's OACAC's VOICE (Vocational Opportunities Inspiring Children in Elementary) experience. While there, 94 children, grades Kindergarten through 4<sup>th</sup> grade, visited our booth. Kristen gave a brief summary of types of careers available in radio and television broadcasting as well as describing our community service opportunities available through our stations. A hands on activity included the students using a station microphone and performing mock interviews.

*Management Level Employment Training*

Seminars hosted by Missouri Broadcasters Association annual convention attended by upper management.

Subscription to “Manager’s Legal Bulletin” for station management.

***Recruitment Sources***

Hometowndailynews.com website for KOMC KRZK

Radio ads on KOMC and KRZK

Missouri Career Center, [www.greathires.org](http://www.greathires.org), [www.MissouriCareerSource.com](http://www.MissouriCareerSource.com)  
(Missouri Division of Employment Security).

College of the Ozarks, Career Center, PO Box 17, Point Lookout, MO 65726,  
800-222-0525. [career@cofo.edu](mailto:career@cofo.edu).

Ozarks Technical College, 1001 E. Chestnut Exp., Springfield, MO 65802, 417-  
447-8888. <http://www.collegecentral.com/otc>

Indeed.com, [www.indeed.com](http://www.indeed.com).