

**EEO PUBLIC FILE REPORT**

**For The Reporting Period of October 1, 2019 thru September 30, 2020**

Prepared by: Vision Communications, Inc.  
(Licensee/Permittee)

This report covers the following employment unit:

| <u>CALL SIGN</u> | <u>Facility ID Number</u> | <u>Type of Station</u> | <u>Location</u>          |
|------------------|---------------------------|------------------------|--------------------------|
| KICK AM          | 34563                     | Commercial AM          | Springfield, Mo          |
| KADI FM          | 60709                     | Commercial FM          | Republic/Springfield, Mo |

**A.** The following is a list of all vacancies for full-time jobs during the previous 12 months:

| <u>Job Title</u>                    | <u>Date of Opening</u> | <u>Date Filled</u> |
|-------------------------------------|------------------------|--------------------|
| 1. Community Service Representative | June 30, 2020          | 07/20/2020         |
| 2. Community Service Representative | June 30, 2020          | 08/03/2020         |
| 3. Community Service Representative | July 1, 2020           | 07/06/2020         |
| 4. Community Service Representative | August 14, 2020        | 09/01/2020         |

**B.** During the reporting period, the following recruitment sources were contacted as vacancies for full-time job openings.

| <u>Recruitment Source</u> | <u>Address</u>                                     | <u>Contact Person</u> | <u>Telephone</u> |
|---------------------------|--|-----------------------|------------------|
| 1. KADI FM                | 1550-A E. Battlefield Rd<br>Springfield, Mo 65804  | Mark Hill             | 417-831-0995     |
| 2. 1340 KICK Website      | KICK.com   | Mark Hill             | 417-831-0995     |
| 3. 1340AM Radio Station   | 1550-A E. Battlefield Rd.<br>Springfield, Mo 65804 | Mark Hill             | 417-831-0995     |
| 4. Personal Referral      |  |                       |                  |
| 5. Indeed                 | www.employers.indeed.com                           | On-Line               |                  |
| 6. Unite Publ..           | 2101 W. Chestnut Expy<br>Springfield, Mo. 65802    | Samuel Knox           | 417-864-7444     |
| 7. Evangel University     | 1111 No Glenstone Ave<br>Springfield, Mo. 65802    | Shannon McClure       | 417-865-2815     |
| 8. Facebook               | Facebook.com<br>1340 Big Talker                    | Mark Hill             | 417-831-0995     |
| 9. Mo. State University   | 901 So. National Ave.<br>Springfield, Mo. 65897    | Jill Murphy           | 417-836-5000     |
| 10. Drury University      | 900 So. Benton Ave                                 | Emily Buckmaster      | 417-871-7284     |

Springfield, Mo. 65802

C. The following is a list of the sources for full-time jobs shown in Section A above and the recruitment Source which provided the hiree for that position.

| <u>Job Title</u>                    | <u>Recruitment Source</u> |
|-------------------------------------|---------------------------|
| 1. Community Service Representative | 05                        |
| 2. Community Service Representative | 04                        |
| 3. Community Service Representative | 04                        |
| 4. Community Service Representative | 04                        |

D. During the previous twelve (12) months, there were a total of four (04) people interviewed for Full-time positions. The following is a list of the total number of interviews referred by each Recruitment source as shown in section B.

| <u>Recruitment Source</u> | <u>Total Number of Interviewees</u> |
|---------------------------|-------------------------------------|
| 1. Personal Friend        | 3                                   |
| 2. Indeed                 | 1                                   |

**E. Outreach Initiative Record Keeping:**

**Station(s) Claiming Credit: KICK -AM; KADI- FM**

**Type of activity listed under Outreach Initiative worksheet 1.** Participated in Winter Jam held at the JQH Arena, Springfield, Mo.

**Date of station participation:** March 5, 2020

**Host/Sponsor of activity: Premier Productions, Inc.**

**Participating employees:** R.C. Amer, Jr, President of Vision Communications, Inc., Operations Manager, Rob Keeney; employees: Joy Miracle, KC Wright, Marla Lucas, April Monroe, Rebecca Cox, Carmen Ice and Colin Hill

**Brief description of activity and station participation:** Winter Jam was sponsored by Premier Productions, Inc. Multiple businesses set up booths for student interaction. Station management was present at a station booth taking applications and doing interviews with interested students. Open positions were discussed along with qualifications for those positions. Positions included On/Air and possible internships.

**Type of activity listed under Outreach Initiative Worksheet 2:** Participated in Save Our City Revival.

**Date of station participation:** September 10, 11, 12, 2020.

**Host/Sponsor of Activity:** High Street Church.

**Participating employees:** Joy Miracle, Business Manager, Rebecca Cox, On/Air personality and Sharla Moore, participated in the annual event with close to 300 participants. Station management was present with a booth set-up for student interaction. Open positions were discussed along with qualifications for

those positions. On/Air personality Rebecca Cox broadcast her afternoon drive time. Approximately 2500 students and adults were in attendance.

**Type of activity listed under Outreach Initiative worksheet 3.** Outreach Announcents.

Date of station participation: All year.

**Host/Sponsor of Activity: KADI FM and KICK AM**

**Brief description of activity and station participation:** Each day announcents are ran on KADI FM and KICK AM inviting organizations to request information regarding open positions.

#### **F. Internship Program:**

Throughout the year Vision Communications, Inc. operated in an internship program designed to assist students to obtain a professional career in broadcasting that would enhance and utilize communication skills. A student from Evangel University worked on air as an intern on KADI FM radio station during the year.

#### **Internal Professional Development: EEO Management Meeting:**

A meeting was conducted for the express purpose of discussing and clarifying a variety of EEO policies, such as: Hiring, Sexual harassment policy, Termination procedures and Proper management with employees. A great deal of time was spent discussing employee retention and how to create a more enjoyable workplace. We discussed and committed to a wide dissemination of information regarding job openings. Initiatives include: Job Fairs, Internships, Signage and info at live events, On Air, Online, Indeed and providing info to local universities and minority publications. Those in attendance were, RC Amer, Jr. President; Mark Hill General Manager and Debbie Hill, Sales Manager.

Name of Respondent:  
Vision communications, Inc.  
D/B/A KICK-AM, KADI-FM

Approved by:  
Typed Name: R.C. Amer, Jr.  
Setpember 30, 2020  
Telephone: 417-831-0995