

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 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. 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 Springfield, Mo. 65802	Samuel Knox	417-864-7444
7. Evangel University	1111 No Glenstone Ave Springfield, Mo. 65802	Shannon McClure	417-865-2815
8. Facebook	Facebook.com 1340 Big Talker	Mark Hill	417-831-0995
9. Mo. State University	901 So. National Ave. 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 utilitze 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