

## **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: KOMC AM, KOMC FM 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, 2014 to, and including, September 30, 2015 (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

KOMC AM 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 334-6003. Anyone interested should visit [hometowndailynews.com](http://hometowndailynews.com) for an online listing of job openings at all Hometown radio stations.

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

## **Full time employees as of October 1, 2015**

General Manager – Steve Willoughby

#1 Sales Position – Jenny Martinka

#2 Sales Position – Barry Scott

#3 Sales Position – Harland Reames

#4 Sales Position - David Hicks

News Reporter #1 – Sam Clanton

News Reporter #2 - Tim Church

News Reporter #3 - Shannon Bowers

Operations Manager – Josh Grisham

Program Director – Greg Pyron

Sports Director – Scott McCaulley

Production Director – Matt Duncan

Announcer #1 – Janet Ellis

Studio Engineer - Stefanie Wright

Office Manager – Toni Whitted

Traffic Director – Kristen Clemmens

**Vacancies Filled October 1, 2014 – September 30, 2014**

**Account Executive Position (#4)**

**Position opened**

Sales position #4 filled August 31, 2015 by David Hicks

Number of interviews – 14

Recruitment Source – Employee Referral

**News Reporter**

**Position opened**

Position filled March 23, 2015 by Tim Church

Number of interviews – 2

Recruitment source – Website

**News Reporter**

**Full Time Position opened**

Position filled March 30, 2015 by Shannon Bowers

Number of interviews - 2

Recruitment source – Employee Referral

**Total number of interviews conducted October 2014 through September 2015 - 19**

**Number of Interviews Per Recruitment Source**

Radio ads – 4

Website ads - 2

Employee Referral - 2

MissouriCareerSource.com - 0

Greathires.org - 2

Branson Sr. Center - 0

College of the Ozarks - 0

Ozarks Technical College - 0

SW Baptist University - 0

Missouri State University - 0

Central Baptist College - 0

Baptist Bible College - 0

NW Missouri State University – 0

All Access Radio - 2

Craigslist - 5

MoWorks - 2

## **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 broadcast.

### *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.

2014-2015 interns included one student intern from College of the Ozarks who was majoring in Mass Communications.

### *Career Days and Job Fairs*

College of the Ozarks Spring Career Day held April 14, 2015

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

North Arkansas College 2015 College of Business and Technology Job Fair held March 12, 2015. Station representative manned booth, distributed station information and employment applications and presented information on station's internship program.

### *Media Participation in Education*

2014 - 2015 School year (September 2014 through May 2015) 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 4, 2014– Scott McCaulley spoke to the Theory of Coaching class at College of the Ozarks regarding their role as future coaches with the media.

March 7, 2015 – Kristen Clemmens and Josh Grisham conducted a tour of the radio station for a Cub Scout group of six children and four adults.

March 25, 2015 – Kristen Clemmens and Janet Ellis conducted a tour of Branson High School students with the ADAPT Team (Alcohol, Drug Abuse Prevention Team). The group of students spent time in studio, recorded a PSA and recorded the Pledge of Allegiance which is aired four times per month.

May 29, 2015 - Josh Grisham and Skylar Skidmore participated in the Branson Elementary School "Career Day on Wheels" with a station vehicle present and giving information on careers in broadcasting to the children. They later spoke to a classroom on that same topic.

September 16, 2015 - Steve Willoughby spoke to the organization, Jesus Was Homeless, regarding careers in broadcasting.

#### *Management Level Employment Training*

Employment training for upper level management conducted by company CEO held at quarterly manager's meeting.

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

Subscription to "Manager's Legal Bulletin" for station and office managers.

#### *Recruitment Sources*

Hometowndailynews.com website for KOMC KRZK

Radio ads on KOMC and KRZK

Branson Senior Center, Sylvia Moore, 201 Compton Ridge, Branson, MO 65616, 417-335-4801

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>

Missouri State University, [careercenter.missouristate.edu/employers/jobpost.htm](http://careercenter.missouristate.edu/employers/jobpost.htm). 901 S. National Ave., Springfield, MO 65897, 417-836-500

All Access, [www.allaccess.com](http://www.allaccess.com).

Craigslist, [www.craigslist.com](http://www.craigslist.com).