

**KDKD(AM), KDKD-FM, KXEA(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 25, 2016 – September 30, 2016<sup>1</sup>**

**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
Customer Service Representative	7, 26, 40, 42	40
Customer Service Representative	7, 26, 40, 42	26
Sales Representative	1-2, 4-6, 8, 10-14, 16-20, 22-28, 31-45	40
Market Manager	1-2, 4-14, 16-20, 22-28, 32-43	7
Customer Service Representative	1-6, 8-14, 16-20, 22-28, 32-40	3

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<sup>1</sup> The stations in this employment unit were acquired by the licensee as of February 25, 2016 and, as a result, this Report is abbreviated accordingly (See FCC File Nos. BAL/BALH-20150811ABY-Z and BALH-20150811ABV). This Report was revised in March 2017 to address reporting issues.

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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	<b>Avila College</b> 11901 Wornall Kansas City, Missouri 64145 Phone : 816-501-3666 Email : mary.corless@avila.edu Mary Corless	No	0
2	<b>Broadcast Center</b> 2360 Hampton Ave. St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Ralph Stanley	No	0
3	<b>Walk-In/Self-Referral</b>	No	1
4	<b>Clinton Chamber of Commerce</b> 200 S. Main Clinton, Missouri 65735 Phone : 660-885-8266 Email : debby@clintonmo.com Debby VanWinkle	No	0
5	<b>College of the Ozarks</b> P. O. Box 17 Point Lookout, Missouri 65726 Phone : 417-334-2484 Email : career@cofo.edu Ron Martin	No	0
6	<b>Columbia College</b> 3900 Highway D Lake Ozark, Missouri 65049 Phone : 800-325-2986 Email : alpauley@ccis.edu Angie Pauley	No	0
7	<b>Word-of-Mouth Referral</b>	No	1
8	<b>Cotley College</b> 1000 W. Austin Nevada, Missouri 64772 Phone : 417-667-8181 Email : rhampton@cotley.edu Renea Hampton	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	<b>Culver Stockton College</b> One College Hill Canton, Missouri 63435 Phone : 573-288-6536 Email : hkeller@culver.edu Heather Keller	No	0
10	<b>Drury University</b> 900 North Beonton FSC114 Springfield, Missouri 65802 Phone : 417-873-7284 Email : ebuckmaster@drury.edu Emily Buckmaster	No	0
11	<b>Evangel University</b> 1111 N. Glenstone Springfield, Missouri 65802 Phone : 417-865-2811 Email : careerservices@evangel.edu Scott Kirby	No	0
12	<b>Fontbonne College</b> 6800 Wydown Blvd. St. Louis, Missouri 65105 Phone : 314-889-4516 Email : masaro@fontbonne.edu Mary Asaro	No	0
13	<b>Hannibal LaGrange College</b> 2800 Palmyra Rd. Hannibal, Missouri 63401 Phone : 573-629-3016 Email : krichard@hlg.edu Karry Richardson	No	0
14	<b>Harris Stowe State College</b> 3026 Laclede Ave. St. Louis, Missouri 63101 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda McNeil	No	0
15	<b>Inside Radio</b> 365 Union Street Littleton, New Hampshire 03561 Phone : 8002484242 Url : <a href="http://www.insideradio.com/">http://www.insideradio.com/</a> Job Listings	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<b>Jefferson College</b> 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-481-3223 Email : lwarner@jeffco.edu Lora Warner	No	0
17	<b>Lake Country Resource Center</b> P. O. Box 1537 Camdenton, Missouri 65202 Phone : 573-346-9260 Email : gwhite@camdentonschools.org Gail White	No	0
18	<b>Lindenwood College</b> 209 S. Kings Highway St. Charles, Missouri 63301 Phone : 636-949-4806 Email : dwehrli@lindenwood.edu Dana Wehrli	No	0
19	<b>Mineral Area College</b> P. O. Box 1000 Park Hills, Missouri 63640 Phone : 573-518-2193 Email : elambert@mineralarea.edu Beth Lambert	No	0
20	<b>Missouri Broadcasters Association</b> 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : mgordon@mbaweb.org Mark Gordon	No	1
21	<b>Missouri Career Center</b> 1661 N. 2nd Clinton, Missouri 64735 Phone : 660-885-2368 John Underwood	No	0
22	<b>Missouri Southern State College</b> 3950 E. Newman Joplin, Missouri 64801 Phone : 417-625-9343 Email : careerservices@mssu.edu Barbara Poppe	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	<b>Missouri State University</b> 901 S. National Springfield, Missouri 65804 Phone : 417-836-5636 Email : marjoriestewart@missouristate.edu Margie Stewart	No	0
24	<b>Missouri Valley College</b> 500 E. College Marshall, Missouri 65348 Phone : 660-831-4618 Email : bergmant@moval.edu Tom Bergman	No	0
25	<b>Northwest Missouri State University</b> 800 University Blvd. Maryville, Missouri 64468 Phone : 660-562-1251 Email : career@nwmissouri.edu Joan Schneider	No	0
26	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	2
27	<b>Ozarks Technical Community College</b> 533W. Brand Lebanon, Missouri 65536 Phone : 417-532-5806 Email : careeremp@otc.edu Kathy Christi	No	0
28	<b>Ozarks Technical Comm College</b> 1001 E. Chestnut Expressway Springfield, Missouri Email : christyk@otc.edu Katherine Christy	No	0
29	<b>Radio Advertising Bureau</b> 1320 Greenway Dr., Suite 500 Irving, Texas 75038 Url : <a href="http://www.rab.com/">http://www.rab.com/</a> Sheena Calton	No	0
30	<b>Radio Ink</b> 1901 S. Congress Avenue, Suite 118 Boynton Beach, Florida 33426 Url : <a href="http://www.radioink.com/">http://www.radioink.com/</a> Job Listings	No	0
31	<b>Southeast Missouri State</b> One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2120 Email : wskinner@semo.edu Warren Skinner	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	<b>St. Louis University</b> 3840 Lindell Blvd. St. Louis, Missouri 63103 Phone : 314-997-2828 Email : careers@slu.edu Kim Reitter	No	0
33	<b>State Fair Community College</b> 3201 W. 16th Sedalia, Missouri 65301 Phone : 660-530-5800 Email : careerservices@sfcmmo.edu Career Services	No	1
34	<b>Truman State University</b> 100 E. Normal Kirksville, Missouri 63501 Phone : 660-785-4353 Email : careers@truman.edu Elizabeth Bauer	No	0
35	<b>University of Central Missouri</b> Elliott University Union 302 Warrensburg, Missouri 64093 Phone : 660-543-4985 Email : recruiter@ucmo.edu Ron Eblin	No	0
36	<b>University of Missouri</b> 909 Lowry Mall Columbia, Missouri 65211 Phone : 573-882-6801 Email : nella@missouri.edu Amanda Nell	No	0
37	<b>Webster University</b> 470 E. Lockwood St. Louis, Missouri 63119 Phone : 314-882-6801 Email : careercn@webster.edu Ray Angle	No	0
38	<b>Westminster College</b> 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5381 Email : careersrv@westminster-mo.edu Virginnia Hall	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	<b>William Jewell College</b> 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : blandm@william.jewell.edu Marissa Bland	No	0
40	<b>www.westcentralmoinfo.com</b> ( <i>SEU website</i> ) 2201 Antioch Rd. Clinton, Missouri 64735 Phone : 660-885-6141	No	4
41	<b>Alpha Media Career Website</b> www.alphamediausa.com/careers	No	2
42	<b>SEU Job Fair</b> ( <i>see Section III</i> )	No	2
43	<b>Indeed Website</b> www.indeed.com	No	2
44	<b>Clinton Daily Democrat</b> 212 S Washington Street Clinton, Missouri 64735 Phone: 660-885-2281 dem.subscription@embarqmail.com	No	0
45	<b>Kayo</b> ( <i>weekly local newspaper</i> ) 212 S Washington Street Clinton, Missouri 64735-2073 Phone: 660-885-2281 dem.subscription@embarqmail.com	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD:</b>			<b>16</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On March 10, 2016, our SEU participated in a local community job fair sponsored by the Clinton Middle School and Missouri Job Center/Experience Works, a local job service agency, which took place at the Middle School. SEU participants included our General Manager, Program Director and members of our Sales and Programming staff, who occupied a booth and spoke with attendees about career opportunities in radio as well as job openings within the SEU.
<b>2</b>	Management-level training regarding equal employment opportunity and preventing discrimination	On May 10, 2016, our SEU’s Business Manager took part in a training webinar presented by Alpha’s FCC counsel, Wiley Rein LLP, regarding compliance with the FCC’s EEO rules entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media.”
<b>3</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 11, 2016, our KDKD Music Director attended the Clinton Middle School 8 <sup>th</sup> Grade College and Career Fair held at Clinton High School to discuss the opportunities available for a future career in broadcasting with attending students.