

KIRK(FM), KRES(FM), KTCM(FM), KWIX(AM), KWIX-FM
EEO PUBLIC FILE REPORT
February 25, 2016 – September 30, 2016¹

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	2-5, 7, 9-10, 12, 14, 16	2
Customer Service Representative	2-5, 7, 9-10, 12, 14, 16	14
Farm Director	1, 3-7, 10-13, 16-17	12
General Manager	3-4, 6, 8-10, 12, 16-17	9
Announcer/Sports	1, 4, 10-11, 15, 17	15
Announcer/Sports	1, 4, 10-11, 15, 17	11
Announcer/Sports	1, 4, 10-11, 15, 17	15

¹ 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-20150811ACD-G and BALH-20150811ABU).

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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	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Url : http://www.broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Kara Savio	No	0
2	Career Fair (<i>see Section III</i>)	No	1
3	Central Christian College 911 E. Urbandale Drive Moberly, Missouri 65270 Phone : 660-263-3900 Url : http://www.cccb.edu Email : lbp@ccb.edu Lori Peter	No	0
4	Central Methodist University 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6223 Url : http://www.centralmethodist.edu Email : career@centralmethodist.edu Robyn Cobb	No	0
5	Central MO Info (<i>SEU website</i>) 300 West Reed Street Moberly, Missouri 65270 Phone : 660-263-1500 Url : http://www.centralmoinfo.com Les Tuttle	No	1
6	Columbia College 3900 Highway D Lake Ozark, Missouri 65049 Phone : 800-325-2986 Email : alpauley@ccis.edu Angie Pauley	No	0
7	Word-of-Mouth Referral	No	4
8	Indeed Website www.indeed.com	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Alpha Media Career Website www.alphamediausa.com/careers	No	4
10	Job Point 423 East Logan Street Moberly, Missouri 65270 Phone : 573-823-2885 Url : www.jobpointmo.org Email : beckyc@jobpointmo.org Becky Curry Roe	Yes	0
11	On-Air Announcements (<i>one or more SEU stations</i>)	No	1
12	Missouri Broadcasters Association 1025 Northwest Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Victoria Sabatino	No	6
13	Missouri Career Center 1500 Vandiver Drive Ste. 115 Columbia, Missouri 65202 Phone : 573-882-8821 Url : http://www.jobs.mo.gov Digits Moberly Radio Manual Posting	No	0
14	Moberly Area Community College 101 College Moberly, Missouri 65270 Phone : 660-263-4100 Url : http://www.macc.edu Pat Twaddle Manual Posting	No	1
15	Sports Talent Agency of America 26101 Del Rey Suite A Mission Viejo, California 92691 Phone : 949-215-6713 Url : http://www.staatalent.com Email : jon@staatalent.com Jon Chalesik	No	5
16	Truman State University 100 East Normal Street Kirksville, Missouri 63501 Phone : 660-785-4238 Url : http://www.truman.edu Email : careers@truman.edu Mary Cowan	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	University of Missouri 909 Lowery Mall Columbia, Missouri 65211 Phone : 573-882-0878 Url : http://www.missouri.edu Email : nella@missouri.edu Amanda Nell	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			24

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding equal employment opportunity and preventing discrimination	On May 10, 2016, our SEU’s Market and Business Managers 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.”
2	Host event/program sponsored by or on behalf of community organizations and educational institutions relating to careers in broadcasting	On April 20, 2016, our SEU, along with the Randolph County Area Chamber of Commerce and the Randolph Area Economic Development Corporation, sponsored an event for high school seniors from nine area high schools entitled, “Ethics in the Workplace.” The students were presented with a series of ethical dilemmas that occur in the workplace. Interesting discussion ensued as the students, guided by the professionals in attendance, had to decide the best way to resolve these dilemmas. SEU participants included our Operations Manager, Customer Service Representative and an Account Executive.
3	Participate in Job Fair	On April 13, 2016, our SEU participated in the annual College & Career Fair sponsored by Moberly Area Community College, which took place on its campus. This event attracted nearly 70 employer and education exhibitors. SEU participants included our Business Manager and Customer Service Representative, who spoke with attendees about career opportunities in radio as well as job openings and internships within the SEU. Resumes and applications were accepted.