

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM)
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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
News Reporter	1-3, 5-58, 60-84, 86-87	55
Traffic/Administrative Assistant	1-3, 5-10, 12-87	57
Sales Assistant/Digital Sales	1, 3-5, 8, 15, 19-21, 25, 28-34, 38-42, 45-46, 49-53, 55-58, 60-65, 67-68, 78, 81, 86-87	67
Brand Specialist	3-5, 8, 15, 19-21, 25, 28-34, 38-42, 45- 46, 49-53, 55-58, 60-65, 68, 78, 81, 86- 88	88
Brand Specialist	1-10, 12-53, 55-66, 68-88	88

During the prior reporting period, Recruitment Source Missouri Tech terminated operations. Further, Recruitment Sources Missouri Vocational Rehab and Benedictine College were not notified of certain vacancies due to changed contact information and/or email delivery failure. While they did not provide the SEU with updated information, it has since clarified and/or corrected the information.

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EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : riadenver@allaccess.com Ria Denver	N	0
2	American Indian Council 310 Armour Rd, Ste 205 N. Kansas City, Missouri 64116 Phone : 816-471-4898 Email : cmolle@indiancouncil.net Fax : 1-816-471-8543 Christine Molle	N	0
3	Avila University 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-501-3666 Url : avila.edu Email : careers@avila.edu Fax : 1-816-501-2461 Susan Wulff	N	0
4	Benedictine College 1020 N 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Email : kmcdowell@benedictine.edu Katie McDowell	Y	0
5	Briar Cliff University/Career Development Center 3303 Rebecca Street Heelan Hall/Room 057 Sioux City, Iowa 51104 Phone : 712-279-5455 Url : www.briarcliff.edu Email : nancy.mcguire@briarcliff.edu Nancy McGuire	Y	0
6	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Kara Savio	N	0

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7	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : mba@mbaweb.org Fax : 1-314-647-1575 Kara Savio	N	0
8	Broadcast Center of St. Louis 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Url : broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Fax : 1-314-647-8181 John Carrol	N	0
9	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Email : mba@mbaweb.org Fax : 1-660-248-3469 Mark Kelty	N	0
10	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel	N	0
11	Central Missouri State University Union 302 Warrensburg, Missouri 64093 Phone : 660-543-4379 Email : dtullis@cmsu.edu Dayna Tullis	N	0
12	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : mba@mbaweb.org Fax : 1-417-690-3246 Ron Martin	N	0

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13	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-335-2618 Ron Martin	N	0
14	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0
15	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Url : devry.edu Email : mba@mbaweb.org Fax : 1-816-941-0239 Gerry Ellis	N	0
16	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : Dylan.minor@ded.mo.gov Fax : 1-573-526-3494 Dylan Minor	N	0
17	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : mba@mbaweb.org Fax : 1-417-873-7808 Tina Moore	N	0
18	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Fax : 1-417-873-7821 Drury College Drury College	N	0

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EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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19	Drury University 900 North Benton, FSC 114 Springfield, Missouri 65802 Phone : 417-873-7284 Url : drury.edu Email : career@drury.edu Fax : 1-417-873-7284 Emily Buckmaster	N	0
20	Eagle Communications 2703 Hall St Suite 15 Hays, Kansas 67601 Phone : 785-625-4000 Email : eaglehr@eaglecom.net Shannon Weiderholt	N	0
21	Evangel University 1111 N Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 Url : evangel.edu Email : weatherlyt@evangel.edu Fax : 1-417-520-0545 Thelma Weatherly	N	0
22	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
23	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
24	Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : www.tornadic.com/gci/ Fax : (816) 561-7009 Frances Wallace	N	0

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25	Hannibal LaGrange College 2800 Palmyra Rd Hannibal, Missouri 63401 Phone : 573-221-3675 Url : hlg.edu Email : krichardson@hlg.edu Fax : 1-573-221-6594 Karry Richardson	N	0
26	Hannibal-Lagrange College 2800 Palmyer Road Hannibal, Missouri 63401 Phone : 573-221-3675 Email : mba@mbaweb.org Fax : 1-573-221-6594 Dr. Karry Richardson	N	0
27	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Email : mba@mbaweb.org Fax : 1-314-340-3389 Wanda McNeal	N	0
28	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-931-5229 Fax : 1-816-421-6493 Pam Slade	N	0
29	Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 816-232-3108 Email : rrichey@mokangoodwill.org Fax : 1-816-232-4605 Ronald Richey	Y	0
30	Highland Community College 803 West Missouri Highland, Kansas 66035 Phone : 785-442-6010 Email : egronniger@highlandcc.edu Eileen Gronniger	Y	0

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31	Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : john.delee@sjsd.k12.mo.us John DeLee	Y	0
32	IMKO PRO 900 N Belt Hwy St. Joseph, Missouri 64506 Phone : 816-233-4040 Url : www.imko.com Email : tracyf@imko.com Tracy Fender	N	0
33	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-789-3951 Email : bgross@jeffco.edu Bob Gross	N	0
34	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas 66603 Phone : 785-235-1307 Email : judy@kab.net Fax : 1-785-235-1307 Judy Clouse	Y	0
35	Kansas City Indian Center 600 W. 39th St. Kansas City, Missouri 64111 Phone : 816-421-7608 Email : information@kcindiancenter.org Fax : 1-816-421-6493 Gaylene Crouser	N	0
36	KRCG-TV Job Link 13 P.O. Box 659 Jefferson City, Missouri 65102 Phone : (573) 443-1300 Fax : 1-573-896-5193 Jeff Jones	N	0

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EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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37	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
38	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5167 Url : lincolnu.edu Email : meyerj@lincolnu.edu Fax : 1-573-681-5165 John Meyer	N	0
39	Lindenwood College 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Url : lindenwood.edu Email : careerdevelopment@lindenwood.edu Fax : 1-636-949-4790 Dana Wehrli	N	0
40	Maryville University 13550 Conway Road St Louis, Missouri 63141 Phone : 314-576-9300 Url : maryville.edu Email : career@maryville.edu Fax : 1-314-529-9923 Lynn Willits	N	0
41	Mineral Area College 5270 Flat River Road Park Hills, Missouri 63601 Phone : 573-518-3805 Url : mineralarea.edu Email : jdowns@MineralArea.edu Julie Downs	N	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM)

EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : (573) 636-6692 Email : mba@mbaweb.org Fax : 1-573-634-8258 Mark Gordon	Y	0
43	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
44	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	N	0
45	Missouri Career Center 301 South 7th Street St. Joseph, Missouri 64501 Phone : 816-236-9736 Url : www.greathires.org Email : david.scholz@ded.mo.gov Fax : 1-816-387-2029 David Scholz	Y	0
46	Missouri School of Journalism 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : willisb@missouri.edu Barbara Willis	Y	0
47	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Email : mba@mbaweb.org Fax : 1-417-625-9338 Pat Hurley	N	0

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EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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48	Missouri Southern State College 3950 E Newman Rd Joplin, Missouri 64801 Phone : 417-625-9300 Fax : 1-417-625-3121 Missouri Southern State College Missouri Southern State College	N	0
49	Missouri Southern State University 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu/career/index.php Email : HireALion@mssu.edu Nicole Brown	Y	0
50	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4080 Url : moval.edu Email : mckayk@moval.edu Fax : 1-660-831-4039 Kellie McKay	N	0
51	Missouri Western State University 4525 Downs Drive Student Placement Center St. Joseph, Missouri 64507 Phone : 816-271-4206 Email : careercenter@missouriwestern.edu Chris Booher	Y	0
52	NAFB 1100 Platte Falls Road Platte City, Missouri 64079 Url : nafb.com Email : info@nafb.com Tom Brand	N	0
53	Nebraska Broadcasters Assn 11414 West Center Road Suite 342 Omaha, Nebraska 68144 Phone : 402-778-5178 Email : marty@ne-ba.org Fax : 1-402-778-5131 Marty Riemenschneider	N	0

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EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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54	Northwest Missouri State University no listing Maryville, Missouri 64468 Phone : 816-562-1212 Northwest Missouri State University Northwest Missouri State University	N	0
55	Northwest Missouri State University KXCV 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1163 Url : kxcv.org Email : rharris@nwmissouri.edu Rodney Harris	Y	1
56	Olin School of Business 1 Brookings Drive Box 1157 St. Louis, Missouri 63130 Phone : 314-935-5950 Url : olin.wustl.edu Email : adminwrc@olin.wustl.edu Lisa Wilson	N	0
57	On Air Announcements 4104 Country Lane St. Joseph, Missouri 64506 Phone : 816-233-8881 Url : www.stjoeradio.com Email : shannon.diggs@eagleradio.net Fax : 1-816-279-8280 Shannon Diggs	N	2
58	Ozark Technical Community College 1001 E Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6964 Url : otc.edu Email : careeremp@otc.edu Susan Blakely	N	0
59	SMSU 901 S. National Springfield, Missouri 65804 Phone : 417-836-6861 Fax : 1-417-836-6861 Margie Wieland	N	0

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EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

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60	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	0
61	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Url : semo.edu Email : careerlinkages@semo.edu Fax : 1-573-651-2532 Sandy White	N	0
62	Southern Illinois University/Edwardsville SIUE Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : sseiber@siue.edu Fax : 1-618-650-3656 Susan Seibert	Y	0
63	Southwest Baptist University 1600 Universtiy Ave Bolivar, Missouri 65613 Phone : 417-326-5281 Url : sbuniv.edu Email : spowers@sbuniv.edu Fax : 1-417-328-2091 Suzanne Powers	N	0
64	St Joseph Post 4104 Country Lane St. Joseph, Missouri 64506 Phone : 816-233-8881 Url : www.stjosephpost.com Email : nadia.thacker@eagleradio.net Nadia Thacker	N	0

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65	St. Louis Community College 11333 Big Bend Road St. Louis, Missouri 63122 Phone : 314-984-7611 Url : stlcc.edu Email : CES@stlcc.edu Fax : 1-314-984-7447 Rita Reinhardt	N	0
66	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Email : mba@mbaweb.org Fax : 1-314-977-3486 Scott Plowman	N	0
67	Station Website	N	3
68	The Rehabilitation Institute 2921 N Belt Hwy St. Joseph, Missouri 64506 Phone : 816-390-8083 Email : jobplace@ponyexpress.net Fax : 1-816-390-8369 Alisha Olson	Y	0
69	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : styler@urbanleague.stl.org Fax : 1-314-531-7462 Sidney Tyler	N	0
70	Truman State University 100 E. Normal Kirksville, Missouri 63501 Phone : 660/785-4353 Url : www.truman.edu Fax : 660/785-4366 Jan Fishback	N	0

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71	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	0
72	University of Missouri- Kansas City 5100 Rockhill Rd Kansas City , Missouri 64110 Phone : 816-235-1000 Fax : 1-816-235-1717 University of Missouri- Kansas City University of Missouri- Kansas City	N	0
73	University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla	N	0
74	University of Missouri- St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-5378 University of Missouri- St. Louis University of Missouri- St. Louis	N	0
75	University of Missouri-Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5515 Kelly Limpic	N	0
76	University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis , Missouri 63121 Phone : 314-516-5100 Email : mba@mbaweb.org Fax : 1-314-516-6535 Emily Mceneny	N	0

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77	Unversity of Missouri-Rolla 1870 Miner Circle/303 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4254 Email : mba@mbaweb.org Fax : 1-573-341-4253 LeAnn Morton	N	0
78	Washburn University Career Services 1700 SW College Ave Morgan Hall 123 Topeka, Kansas 66621 Phone : 785-670-1450 Url : www.washburn.edu Email : kent.mcanally@washburn.edu Kent McAnally	Y	0
79	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Email : mba@mbaweb.org Fax : 1-314-935-5905 Mark Smith	N	0
80	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Fax : 1-314-968-7112 Webster University Webster University	N	0
81	Webster University 568 Garden Avenue St. Louis, Missouri 63119-3141 Phone : 800-981-9805 Email : gorlokjobs@webster.edu Trezette Dixon	N	0
82	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0

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83	Westminster College no listing Fulton, Missouri 65251 Phone : 573-642-3361 Fax : 1-573-642-6356 Westminster College Westminster College	N	0
84	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : mba@mbaweb.org Fax : 1-816-415-5027 Judy Rychlewski	N	0
85	William Woods University no listing Fulton , Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 William Woods University William Woods University	N	0
86	William Woods University One University Avenue Fulton , Missouri 65251 Phone : 573-592-4313 Url : williamwoods.edu Email : Amy.Dittmer@WilliamWoods.edu Fax : 1-573-592-1146 Amy Dittmer	N	0
87	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : kcwen.org Email : tbomar@kcwen.org Fax : 1-816-822-8607 Bomar Tonia	N	0
88	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM)

EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/14/2015	Participation in events sponsored by community groups	On October 14th-15th, 2015, our SEU 4 participated in "My Success," a two-day open forum sponsored by the St. Joseph Chamber of Commerce designed to educate area high school sophomores about local career options. Job description sheets are distributed and numerous question and answer sessions are held. Station participants included KESJ/KFEQ/KKJO/KSJQ Program Directors and Business Manager, who shared insights into their own careers with interested attendees.	4	Business Manager Program Director Program Director Program Director
2	10/26/2015	Participation in events or programs sponsored by educational institutions	On October 26, 2015, our SEU hosted a student from Park University. This student toured the radio station and observed certain aspects of on air operations with our KKJO Program Director.	1	Program Director
3	1/28/2016	Participation in events or programs sponsored by educational institutions	On January 28, 2016, our On-Air Personality and Production Director hosted a student from South Holt R1 School District for a job shadow. The student shadowed aspects of broadcast operations at the station and learned more about his interests of being a mobile DJ.	2	On-Air Personality Production Director
4	3/14/2016	Participation in events or programs sponsored by educational institutions	On March 14, 2016, our Local General Manager participated in The Portfolio Review Program for Northwest Missouri State University. He evaluated a graduating student's Senior Portfolio including: resume, cover letter, and on-air broadcast demo	1	General Manager
5	4/1/2016	Participation in events or programs sponsored by educational institutions	On April 1, 2016, our Local General Manager and Digital Account Executive participated in a curriculum setup meeting at Northwest Missouri State University. They advised the committee on future class offerings compatible with the broadcast industry.	2	General Manager Digital Account Executive

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM)

EEO PUBLIC FILE REPORT

October 1, 2015 - September 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	4/19/2016	Co Sponsoring Job Fair	On April 19, 2016, our SEU co-hosted the 2016 Career and Resource Fair in conjunction with other Employment Coalition members. The Employment Coalition is a partnership between local businesses and resource agencies in and around St. Joseph, MO designed to raise job seeker awareness of available employment positions and assistance offered in the community. As co-host, our SEU participated in all aspects of the promotion and production of the event, including soliciting exhibitors, running on-air announcements with event details as well as organizational and logistical assistance. Our SEU's Business Manager served on the Career and Resource Fair committee and our stations also provided information to interested attendees about career opportunities in broadcasting.	4	General Manager Business Manager Program Director Program Director
7	4/22/2016	Participation in events or programs sponsored by educational institutions	On April 22, 2016, our News Director shared insights into her profession for Career Day at Truman Middle School.	1	News Director