

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2016 to September 30, 2017.

1) Employment Unit Location/Name: **MGTF Radio Company LLC**

2) Unit Members (List all station call signs and communities of license):
KFKF (FM) – Kansas City KS
KBEQ (FM) – Kansas City MO
KMXV (FM) – Kansas City MO
KCKC (FM) – Kansas City MO

3) EEO Contact Information for Employment Unit:

Mailing Address: MGTF Radio Company LLC 508 Westport Rd, Suite 202 Kansas City MO 64111	Telephone Number: 816-753-4000
	Contact Person: Marla Zirkle
	E-mail Address: mzirkle@steelcitymedia.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Promotions Director	Employee Referral
2. Integrated Sales Manager	Industry Referral
3. Promotions Coordinator	Internal Posting
4. Program Director	www.allaccess.com
5. Account Executive	Employee Referral
6. Account Executive	Employee Referral
7. Account Executive	www.indeed.com
8. Local Sales Coordinator	www.indeed.com
9. Account Executive	www.indeed.com
10. Promotions Director	Employee Referral
11. Account Executive	Employee Referral

5) **Total # of Interviewees Referred by Each Source:** For the period from October 1, 2016 to September 30, 2017, this Employment Unit interviewed **99** Interviewees for 11 full time job vacancies.

Stations KFKF/KBEQ/KMXV/KCKC are Equal Opportunity Employers.

6) Fulltime openings listed in Section 4 were filled from notifications sent to the following sources:

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)	Fulltime positions for which this source was utilized	Total number of Interviewees this source has provided during this period (if any)
All Access	RJ Curtis	www.allaccess.com		No	4	9
Avila University	Gina Frigault	11901 Wornall Kansas City MO 64145	816-942-8400	No	5-9, 11	
Baker University	Susan Wade cdc@bakeru.edu	618 Eighth Street PO Box 65 Baldwin City KS 66066	785-594-8435	No	5-9, 11	
Benedictine College	Julie Cosimo	1020 N Second Street Atchison KS 66002	913-360-7578	No	5-9, 11	
Black Economic Union	Chester Thompson	1601 E. 18 th St. Ste. 300 Kansas City, MO 64108	816-474-5805	No		
Country Aircheck	Lon Helton	www.countryaircheck.com		No	4	2
Craigslist	Career Services	www.craigslist.org		No	1, 2	
DeVry Institute of Technology	Shelley Wales Kcc-careerservices@devry.edu	11224 Holmes Road Kansas City MO 64131	816-941-0430	No		
Employee/Industry Referral					1-11	11
Full Employment Council, Inc	Estelle Williams	1740 Paseo Kansas City MO 64108	816-474-6030	No		
Haskell Indian Nations University	Patti Grant pgrantorosco@haskell.edu	155 Indian Ave Lawrence KS 66046	785-749-8485	No		
Indeed.com	www.indeed.com			No	1-3, 5-11	46
Internal Posting	Marla Zirkle mzirkle@steelcitymedia.com	508 Westport Road Ste 202 Kansas City MO 64111	816-753-4000	No	1-11	7
Johnson County Community College	LeAnn Cunningham lcunningham@jccc.edu	12345 College Blvd Overland Park KS 66210	913-469-3870	No	5-9, 11	
Kansas City Community College	Linda Wyatt	250 State Avenue Kansas City KS 66112	913-334-1100	No	5-9, 11	
Kansas State University	Dana Nordyke	100 Holz Hall Manhattan KS 66506	785-532-6011	No	5-9, 11	2
Lincoln University	Ralph Simpson ccsjobs@lincolnu.edu	820 Chestnut Street Jefferson City MO 65101	573-681-5162	No		
Linked In	www.linkedin.com			No	3, 8-9	3
Longview Community College	Linda Anderson	500 Longview Road Lee's Summit MO 64081	816-672-2000	No	5-9, 11	
Maple Woods Community College	Tatia Shelton	2601 NE Barry Road Kansas City MO 64156	816-437-3000	No	5-9, 11	
Metropolitan Community College	Tatia Shelton	2700 W 18 th Kansas City MO 64127	816-482-5200	No	5-9, 11	
Missouri State University	Margie Wieland	901 S National Springfield MO 65804	417-836-5636	No	5-9, 11	
Monster.com	www.monster.com			No	2	

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National Association for the Advancement of Colored People (NAACP)	Anita Russel	1601 E 18 th St Suite 250 Kansas City MO 64108	816-421-1191	No		
Northwest Missouri State University	Staci Stokes	800 University Drive Maryville MO 64468	660-562-1250	No	1, 3, 5-9, 11	4
Ottawa University	Teresa Kriley	1001 S Cedar Street Ottawa KS 66067	785-242-5200	No		
Park University	Layne Prenger	8700 NW River Park Dr Parkville MO 64152	816-584-6350	No	5-9, 11	
Penn Valley Community College	Maggie Stegman	3201 SW Trafficway Kansas City MO 64111	816-759-4155	No	5-9, 11	
Pittsburgh State University	Mindy Cloninger	1701 S Broadway Pittsburgh KS 66762	620-235-4143	No		
RAMP	Kevin Carter	www.ramp247.com		No	4	
Rockhurst University	Mike Theobald	1100 Rockhurst Rd Rm A-300 Kansas City MO 64110	816-501-4000	No	1	
Station Websites www.kfkf.com www.q104kc.com www.mix93.com www.kc1021.com	Shaylee Henning	508 Westport Road Ste 202 Kansas City MO 64111	816-753-4000	No	5-9, 11	
University of Kansas	Megan Hill	223 Carruth O'Leary Lawrence KS 66045	913-897-5652	No	1, 3, 5-9, 11	6
University of Central Missouri - (UCMO)	Kathryn Tierney	Elliot Union, Room 224 Warrensburg MO 64093	660-543-4985	No	3, 5-9, 11	7
University of Missouri – Kansas City	Greg Hayes	5100 Rockhill Road Kansas City MO 64110	816-235-1000	No	1, 3, 5-9, 11	2
Washburn University	Duane Williams	1700 SW College Ave Topeka KS 66621	785-231-1010	No	5-9, 11	
William Jewell College	Judy Rychlewski	500 College Hill Road Liberty MO 64068	816-415-5838	No	5-9, 11	

7) Supplemental Non-Vacancy Specific Recruitment Initiatives.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>1. Independence School District – Freshman Career Exploration</p> <p>Presented future career opportunities in Radio. Educated students about entry level jobs and required skill sets. Participated in Q&A</p>	10/18/16	Business Manager Program Director
<p>2. Northwest Missouri State University Fall 2016 Career Day</p> <p>Collected resumes of students in the Broadcast Journalism and Marketing Dept for future employment and internships.</p>	10/19/16	Asst Program Director On-Air Personality
<p>3. KMXV/KCKC/KFKF/KBEQ Attended the United Minority Media Association Youth Media Institute. Business Manager served as Keynote Speaker and participated on a panel of Q&A.</p>	10/27/16	Business Manager
<p>4. University of Kansas Fall 2016 Internship Fair</p> <p>Collected resumes, visited with undergraduate prospects, distributed company information at the Steel City Media table.</p>	11/16/16	Business Manager Program Director
<p>5. James Lewis Elementary Career Day</p> <p>Presented the medium of Radio to elementary kids through entertainment and an educational presentation.</p>	01/25/17	Business Manager Program Director
<p>6. Northwest Ad-Ink</p> <p>Hosted 55 college students from Northwest Missouri State University. Presented, demonstrated, and engaged in Q&A with students interested in Radio.</p>	02/02/17	Business Manager Program Director - KMXV Sales Manager
<p>7. Lee’s Summit Titan Career Day 2017</p> <p>Hosted (4) 30-minute sessions with of 30 students interested in media and entertainment. Discussed education/training, hands of experience through internships, and community relationships.</p>	02/02/17	Program Director - KBEQ
<p>8. University of Missouri Kansas City 30th Annual Internship Brunch</p> <p>Recruited prospects for all departments by setting up interviews, collecting resumes and providing literature on our stations/company.</p>	02/20/17	Business Manager Program Director
<p>9. University Central Missouri Spring 2017 Career Expo</p> <p>Collected Portfolios of Seniors in the Communications Dept for Summer Internships and future employment.</p>	03/02/17	Business Manager On-Air Personality Internship Coordinator
<p>10. Missouri Broadcasters Association Radio Talent Institute</p> <p>75 minute presentations to industry professionals and college students seeking careers in Media.</p>	07/31/17	Program Director - KFKF Program Director - KMXV
<p>11. United Minority Media Association “Time Well Spent”</p> <p>Guest Speaker to minorities and multicultural individuals in media and communications promoting advocacy, education and career development.</p>	08/24/17	Business Manager

<p>12. KFKF/KBEQ/KMXV/KCKC provides internship programs to introduce media skills and opportunities to students enrolled in an educational curriculum earning credit toward their class grades.</p> <p>Participation from October 1, 2016 – September 30, 2017: 20 students from various educational institutions.</p>	Ongoing	Programming Dept Promotions Dept Sales Dept Digital Dept
<p>13. Radio Connections provides an apprentice (extern) private, one-on-one instruction from experienced broadcast professional.</p> <p>2 students from Radio Connection Academy followed a 12 week structured course curriculum and received hands-on experience in a Steel City Media studio.</p>	2/06/17 – 4/28/17	Music Director/Program Director
<p>14. KFKF/KBEQ/KMXV/KCKC On-Air personalities provide job shadowing and station tours for students seeking a career in Broadcast.</p> <p>4 students from various educational institutions shadowed a fulltime Air Personality for a maximum 8 hours.</p>	3/03/17 – 4/28/17	Programming Dept
<p>15. KFKF/KBEQ/KMXV/KCKC offered 45 minute tours to Cub Scouts/Girl Scouts to fulfill their Communications Badge/Loops requirements. 12 tours were given</p>	10/31/16 – 08/25/17	Receptionist Business Manager
<p>16. Continuation of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	Ongoing	Sales Managers Business Manager Program Directors
<p>17. Continuation of Mentoring Program to enable station personnel to improve their skills to qualify for higher level positions.</p>	Ongoing	Sales Managers Business Manager Program Directors