

**EEO PUBLIC FILE REPORT**

**Reporting Period:** October 1, 2017 - September 30, 2018

**Stations Included in Report:** KRVI-FM, KSGF-AM, KSGF-FM, KSPW-FM, KTTS-FM

**I. List of Recruitment Sources**

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				6
C2	Internal Candidate / WorkLife				4
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			4
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		

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C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		4
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

**Local Sources**

L1	American Broadcasting School*	712 N. Watson Road Ste. 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	American Indian Center of Springfield	309 N. Jefferson Springfield, MO 65806	Rose Miller aicrmiller@kc.rr.com	417-866-3439	
L3	Bates Technical College*	2320 South 19th St. Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu	253-680-7752	
L4	Central Michigan University*	340 Moore Hall Mt. Pleasant, MI 48859	Michelle Kalisek kalisl1m@cmich.edu	989-774-3851	
L5	City of Springfield - Missouri Career Center	2900 E. Sunshine Springfield, MO 65804	Amy Robb amy.robb@ded.mo.gov	417-841-1897	
L6	Emerson College*	113 Gray Street Arlington, MA 2476	Mary Sullivan careers@emerson.edu	781-646-1077	
L7	Evangel University	1111 N. Glenstone Springfield, MO 65802	Donna Trower career@evangel.edu	865-2811 865-2881 x7369	
L8	Lakes County Rehabilitation Center	2626 W. College Springfield, MO 65802	Ryan Edward redward@aoinc.org	417-862-1753	
L9	Missouri Broadcasters Association	1025 Northeast Dr Jefferson City, MO 65109	Terry Harper tharper@mbaweb.org	573-636-6692	
L10	Missouri Career Center	1514 S. Glenstone Springfield, MO 65804	Sheila Schembri sschembri@springfieldmo.gov	417-887-4343	
L11	Ohio & Illinois Center for Broadcasting *	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	312-884-8000	
L12	Southern Illinois University-Edwardsville*	6 Hairpin Drive Edwardsville, IL 62026	Olivia Tetter careerdevelopment@siue.edu	618-453-2391	

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L13	Southern Missouri State University	901 S. National Springfield, MO 65804	Margie Wieland marjoriewieland@missouristate.edu	507-537-7103	
L14	Springfield College	1010 W. Sunshine Springfield, MO 65807	Angela Gannon agannon@cci.edu	417-864-7220	
L15	University of North Texas *	PO Box 310589 Denton, TX	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L16	University of Wisconsin-Oshkosh Radio, TV & Film*	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L17	Drury University	900 N. Benton Ave. Springfield, MO 65802	www.collegecentral.com/drury/Employer.cfm	417-873-7879	
L18	Ozarkshelpwanted.com	RegionalHelpWanted.com One Civic Center Plz, Suite 506 Poughkeepsie, NJ 12601	Debbie Maddox www.ozarkshelpwanted.com	800-365-8630	
L19	Missouri Southern State University	3950 E. Newman Road Joplin, MO 64801	Nicole Brown www.mssu.edu/career	417-625-9300	
L20	University of Colorado at Boulder School of Journalism and Mass Communication*	1511 University Ave. 478ucb Boulder, CO 80309	Christine Mahoney https://www.myinterfase.com/cuboulder_journalism/employer/	303-492-0460	
L21	Allaccess.com				

**Total Number of Interviewees Referred: 18**

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**II. Full-Time Vacancies Filled During the Reporting Period**

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Radio [13535]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21	Code Number: C3 Start Date: 2018-03-19
Account Exec, Radio [13535]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21	Code Number: C3 Start Date: 2018-03-05
Account Exec, Radio [13535]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21	Code Number: C1 Start Date: 2018-04-17
Account Exec, Radio [13535]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21	Code Number: C1 Start Date: 2018-07-09
Dir, Operations - Radio [13430]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21	Code Number: C1 Start Date: 2018-08-15
Radio Chief Engineer [14533]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21	Code Number: C2 Start Date: 2018-08-13
Radio On-Air Personality [14021]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21	Code Number: C2 Start Date: 2018-05-07
Radio Promotions Asst II [14103]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L15, L16, L17, L18, L19, L20, L21	Code Number: C2 Start Date: 2018-04-09

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**