

EEO PUBLIC FILE REPORT

Reporting Period: September 30, 2020 – October 1, 2021
Stations Included in Report: KTTS (FM), KSPW (FM), KRVI (FM), KSGF (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
Common Sources					
C1	Referral				1
C2	Radio Advertising	KTTS 94.7 FM; KSPW 96.5 FM; KRVI 106.7 FM; KSGF 104.1 FM/1260 AM			
C3	Springfield Chamber of Commerce	Business.springfieldchamber.com/jobs			
C4	Country Aircheck	Countryaircheck.com			
C5	All Access	AllAccess.com			
C6	Indeed.com	SmartPost job board aggregator	Tyler Browne Account Executive tbrowne@indeed.com	512-493-5100	3+6+8+7
C7	SummitMedia.com	2700 Corporate Drive, Suite 115 Birmingham, AL 35242		205-322-2987	2+4
C8	SummitMedia Employment Application	2330 W Grand St Springfield, MO 65802		417-865-6614	
C9	LinkedIn.com	SmartPost job board aggregator	LinkedIn.com		2+2
C10	MBA (Missouri Broadcasters Association)	SmartPost job board aggregator	Terry Harper 1025 Northeast Dr Jefferson City, MO 65109 tharper@mbaweb.org	573-636-6692	
L1	Missouri State University	715 S Florence Ave Springfield, MO 65807 SmartPost job board aggregator	Handshake.com		
L2	Drury University	900 N Benton Ave Springfield, MO 65802 SmartPost job board aggregator	Handshake.com		
L3	Evangel University	1111 N Glenstone Ave Springfield, MO 65802 SmartPost job board aggregator	Handshake.com		
L4	Missouri Career Center	2900 E Sunshine St Springfield, MO 65804	Springfieldmo.gov/1007/workforce-development	417-887-4343	
Total Number of Interviewees Referred:					35

II. Full-time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy	Recruitment Source for Person Hired (by code number)
Account Executive	C1, C2, C6, C7, C9, L1, L2, L3, L4	Code Number: C6 Hire Dates: 11/13/20
Marketing Assistant	C1, C2, C6, C7, C9, L1, L2, L3, L4	Code Number: C6 Hire Date: 2/1/21
Telecommute Traffic Coordinator	C1, C3, C6, C7, C9, C10, L1, L2, L3, L4	Code Number: C7 Hire Date: 7/26/21
Telecommute Traffic Coordinator	C1, C3, C6, C7, C9, C10, L1, L2, L3, L4	Code Number: C9 Hire Date: 9/27/21

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

Participation in job fair by station personnel who have substantial responsibility in the making of the hiring decisions	General Manager participated in Virtual Career Fair in Communications through Missouri State University 2/9/21; performed virtual mock interviews, career coaching, and shared opportunities that would be available in our industry and SummitMedia.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	Department heads viewed webinar sponsored by Missouri Broadcasters Association on EEO Regulations for Broadcasters 2/15/21.
Initiated the company Internship Program	KTTS News Director sponsored Missouri State University Intern for fall semester 2020; KSGF Program Director sponsored Evangel University Intern for Spring Semester 2021; KTTS News Director sponsored University of Missouri Columbia Intern for Summer Semester 2021;