**EEO PUBLIC FILE REPORT**

 **Reporting Period: September 30, 2019 – October 1, 2020**

 **Stations Included in Report: KTTS (FM), KSPW (FM), KRVI (FM), KSGF (FM)**

1. **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 |  |  |  | 14 |
| C2 | Radio Advertising | KTTS 94.7 FM; KSPW 96.5 FM; KRVI 106.7 FM; KSGF 104.1 FM/1260 AM |  |  | 1 |
| C3 |  |  |  |  |  |
| C4 | Country Aircheck | Countryaircheck.com |  |  |  |
| C5 | All Access | AllAccess.com |  |  | 3 |
| C6 | Indeed.com | SmartPost job board aggregator | Tyler BrowneAccount Executivetbrowne@indeed.com | 512-493-5100 | 35 |
| C7 | SummitMedia.com | 2700 Corporate Drive, Suite 115Birmingham, AL 35242 |  | 205-322-2987 |  |
| C8 | SummitMedia Employment Application | 2330 W Grand StSpringfield, MO 65802 |  | 417-865-6614 |  |
| C9 | LinkedIn.com | SmartPost job board aggregator | LinkedIn.com |  | 1 |
| C10 | MBA (Missouri Broadcasters Association) | SmartPost job board aggregator | Terry Harper1025 Northeast DrJefferson City, MO 65109tharper@mbaweb.org | 573-636-6692 |  |
|  |
| L1 | Missouri State University | 715 S Florence AveSpringfield, MO 65807 SmartPost job board aggregator | Handshake.com |  |  |
| L2 | Drury University | 900 N Benton AveSpringfield, MO 65802SmartPost job board aggregator | Handshake.com |  |  |
| L3 | Evangel University | 1111 N Glenstone AveSpringfield, MO 65802SmartPost job board aggregator | Handshake.com |  |  |
| L4 | Missouri Career Center | 2900 E Sunshine StSpringfield, MO 65804 | Springfieldmo.gov/1007/workforce-development | 417-887-4343 |  |
| **Total Number of Interviewees Referred:** | **54** |

1. **Full-time Vacancies Filled During the Reporting Period**

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| --- | --- | --- |
| **Job Title** | **Recruitment Sources Utilized to Fill Vacancy** | **Recruitment Source for Person Hired (by code number)** |
| Account Executive | C1, C2, L1, L2, L3, C6, C7, C10 | Code Number: C6 Hire Dates: 11/4/19 (2), 12/18/19 (2), 1/2/20, 8/31/20 (total of 6 hires) |
| Business Manager | C6, C9, C7 | Code Number: C9Hire Date: 12/16/19 |
| Traffic Assistant | C1, C2, L1, L2, L3, C6, C7, C10, L4 | Code Number: C1Hire Date: 2/17/20 |
| Programmer/OM | C1, C4, C5, C7, C10, L1, L2, L3, L4 | Code Number: C1Hire Date: 7/15/20 |

1. Non-Vacancy Specific Recruitment Efforts During Reporting Period

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| --- | --- |
| Participation in job fair by station personnel who have substantial responsibility in the making of the hiring decisions | Springfield Public Schools Academy Career Fair 10/8/2019. Hillcrest and Glendale Freshman Students separated into 7 groups, each group spends 15 minutes in each career path represented. Two station representatives (PD and OM/PD) attended, answering questions and providing authentic representation of their careers. |
| Participate in events/programs sponsored by educations institutions relating to career opportunities in broadcasting | Marshfield High School 2nd Annual Mock Interview Event - approximately 50 senior high school students. Interview portion scheduled from 8:30 am – 10:30 am with each interview lasting around 15 minutes with a 5-minute break in between session to provide feedback to the student, 2/26/20 |
| Participate in events/programs sponsored by educations institutions relating to career opportunities in broadcasting | Ozarks Technical College – Mock interviews with 51 students for their TEC 285 (Occupational Seminar) classes, Tuesday, 11/19/19 from 5p-6:30p |
| Initiated the company Internship Program | Production Intern; hire date 9/26/20; Ozarks Technical CollegePromotions Intern; hire date 1/17/20; Missouri State UniversityProduction Intern; hire date 1/21/20; Ozarks Technical College |