

EEO PUBLIC FILE REPORT

**KMMO-FM AND KMMO-AM
MARSHALL, MISSOURI**

REPORTING PERIOD: SEPTEMBER 21, 2023 – SEPTEMBER 20, 2024

MONTH POSITION WAS OPEN: OCTOBER 2023

MONTH POSITION WAS FILLED: OCTOBER 2023

POSITION FILLED:

FULL TIME NEWS REPORTER

**RECRUITMENT SOURCES USED AND HOW MANY INTERVIEWED FOR
POSITION FROM EACH SOURCE:**

RADIO –
KMMO AM/FM

OTHER –
FACEBOOK-
KMMO.COM-1 INTERVIEWED
FRIEND-

COLLEGES TAGGED THROUGH FACEBOOK-
MISSOURI WESTERN STATE UNIVERSITY
NORTHWEST MISSOURI STATE
MOBERLY AREA COMMUNITY COLLEGE
STATE FIAR COMMUNITY COLLEGE
BENEDICTINE
CENTRAL METHODIST
NORTH CENTRAL MISSOURI COLLEGE
COLUMBIA COLLEGE
MISSOURI UNIVERSITY
SOUTHEAST MISSOURI STATE UNIVERSITY
NORTHWEST MISSOURI ALUMNI
ST. LOUIS COMMUNITY COLLEGE – MERAMEC
UNIVERSITY OF CENTRAL MISSOURI

TOTAL NUMBER OF APPLICANTS INTERVIEWED 1

TOTAL NUMBER OF APPLICATIONS RECEIVED 3

**RECRUITMENT SOURCE THAT REFERRED PERSON HIRED AND DATE OF
HIRE:**

KMMO.COM – OCTOBER 16, 2023

NO ORGANIZATIONS ASKED TO BE NOTIFIED OF VACANCIES AT KMMO.

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**KMMO-FM AND KMMO-AM
MARSHALL, MISSOURI**

REPORTING PERIOD: SEPTEMBER 21, 2023 – SEPTEMBER 20, 2024

MONTH POSITION WAS OPEN: NOVEMBER 2023

MONTH POSITION WAS FILLED: DECEMBER 2023

POSITION FILLED:

FULL TIME NEWS REPORTER

**RECRUITMENT SOURCES USED AND HOW MANY INTERVIEWED FOR
POSITION FROM EACH SOURCE:**

RADIO –
KMMO AM/FM

OTHER –
FACEBOOK-3 INTERVIEWED
KMMO.COM-
FRIEND-

COLLEGES TAGGED THROUGH FACEBOOK-
MISSOURI WESTERN STATE UNIVERSITY
NORTHWEST MISSOURI STATE
MOBERLY AREA COMMUNITY COLLEGE
STATE FIAR COMMUNITY COLLEGE
BENEDICTINE
CENTRAL METHODIST
NORTH CENTRAL MISSOURI COLLEGE
COLUMBIA COLLEGE
MISSOURI UNIVERSITY
SOUTHEAST MISSOURI STATE UNIVERSITY
NORTHWEST MISSOURI ALUMNI
ST. LOUIS COMMUNITY COLLEGE – MERAMEC
UNIVERSITY OF CENTRAL MISSOURI

TOTAL NUMBER OF APPLICANTS INTERVIEWED 3

TOTAL NUMBER OF APPLICATIONS RECEIVED 5

**RECRUITMENT SOURCE THAT REFERRED PERSON HIRED AND DATE OF
HIRE:**

FACEBOOK – DECEMBER 8, 2023

NO ORGANIZATIONS ASKED TO BE NOTIFIED OF VACANCIES AT KMMO.

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**KMMO-FM AND KMMO-AM
MARSHALL, MISSOURI**

REPORTING PERIOD: SEPTEMBER 21, 2023 – SEPTEMBER 20, 2024

MONTH POSITION WAS OPEN: DECEMBER 2023

MONTH POSITION WAS FILLED: JANUARY 2024

POSITION FILLED:

FULL TIME ANNOUNCER

**RECRUITMENT SOURCES USED AND HOW MANY INTERVIEWED FOR
POSITION FROM EACH SOURCE:**

**RADIO –
KMMO AM/FM**

**OTHER –
FACEBOOK-
KMMO.COM-
FRIEND-1 INTERVIEWED**

**COLLEGES TAGGED THROUGH FACEBOOK-
MISSOURI WESTERN STATE UNIVERSITY
NORTHWEST MISSOURI STATE
MOBERLY AREA COMMUNITY COLLEGE
STATE FIAR COMMUNITY COLLEGE
BENEDICTINE
CENTRAL METHODIST
NORTH CENTRAL MISSOURI COLLEGE
COLUMBIA COLLEGE
MISSOURI UNIVERSITY
SOUTHEAST MISSOURI STATE UNIVERSITY
NORTHWEST MISSOURI ALUMNI
ST. LOUIS COMMUNITY COLLEGE – MERAMEC
UNIVERSITY OF CENTRAL MISSOURI**

TOTAL NUMBER OF APPLICANTS INTERVIEWED 1

TOTAL NUMBER OF APPLICATIONS RECEIVED 2

**RECRUITMENT SOURCE THAT REFERRED PERSON HIRED AND DATE OF
HIRE:**

FRIEND – JANUARY 2, 2024

NO ORGANIZATIONS ASKED TO BE NOTIFIED OF VACANCIES AT KMMO.

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**KMMO-FM AND KMMO-AM
MARSHALL, MISSOURI**

REPORTING PERIOD: SEPTEMBER 21, 2023 – SEPTEMBER 20, 2024

MONTH POSITION WAS OPEN: JANUARY 2024

MONTH POSITION WAS FILLED: MARCH 2024

POSITION FILLED:
FULL TIME SALES

**RECRUITMENT SOURCES USED AND HOW MANY INTERVIEWED FOR
POSITION FROM EACH SOURCE:**

RADIO –
KMMO AM/FM

OTHER –
FACEBOOK-4 INTERVIEWED
FACEBOOK: SMALL MARKET RADIO
FACEBOOK: TALKING ABOUT RADIO
MISSOURI BROADCASTERS
HANDSHAKE
RADIOJOBS.ORG
KMMO.COM
FRIEND

COLLEGES TAGGED THROUGH FACEBOOK-
MISSOURI WESTERN STATE UNIVERSITY
NORTHWEST MISSOURI STATE
MOBERLY AREA COMMUNITY COLLEGE
STATE FIAR COMMUNITY COLLEGE
BENEDICTINE
CENTRAL METHODIST
NORTH CENTRAL MISSOURI COLLEGE
COLUMBIA COLLEGE
MISSOURI UNIVERSITY
SOUTHEAST MISSOURI STATE UNIVERSITY
NORTHWEST MISSOURI ALUMNI
ST. LOUIS COMMUNITY COLLEGE – MERAMEC
UNIVERSITY OF CENTRAL MISSOURI

TOTAL NUMBER OF APPLICANTS INTERVIEWED 4
TOTAL NUMBER OF APPLICATIONS RECEIVED 16

**RECRUITMENT SOURCE THAT REFERRED PERSON HIRED AND DATE OF
HIRE:**

FACEBOOK – MARCH 4, 2024 – TWO APPLICANTS HIRED

NO ORGANIZATIONS ASKED TO BE NOTIFIED OF VACANCIES AT KMMO.

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**KMMO-FM AND KMMO-AM
MARSHALL, MISSOURI**

REPORTING PERIOD: SEPTEMBER 21, 2023 – SEPTEMBER 20, 2024

MONTH POSITION WAS OPEN: MAY 2024

MONTH POSITION WAS FILLED: MAY 2024

POSITION FILLED:

FULL TIME NEWS REPORTER

**RECRUITMENT SOURCES USED AND HOW MANY INTERVIEWED FOR
POSITION FROM EACH SOURCE:**

RADIO –

KMMO AM/FM

OTHER –

FACEBOOK-1 INTERVIEWED

FACEBOOK: SMALL MARKET RADIO

FACEBOOK: TALKING ABOUT RADIO

MISSOURI BROADCASTERS

HANDSHAKE

RADIOJOBS.ORG

KMMO.COM

FRIEND

COLLEGES TAGGED THROUGH FACEBOOK-

MISSOURI WESTERN STATE UNIVERSITY

NORTHWEST MISSOURI STATE

MOBERLY AREA COMMUNITY COLLEGE

STATE FIAR COMMUNITY COLLEGE

BENEDICTINE

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NORTH CENTRAL MISSOURI COLLEGE

COLUMBIA COLLEGE

MISSOURI UNIVERSITY

SOUTHEAST MISSOURI STATE UNIVERSITY

NORTHWEST MISSOURI ALUMNI

ST. LOUIS COMMUNITY COLLEGE – MERAMEC

UNIVERSITY OF CENTRAL MISSOURI

TOTAL NUMBER OF APPLICANTS INTERVIEWED 1

TOTAL NUMBER OF APPLICATIONS RECEIVED 1

**RECRUITMENT SOURCE THAT REFERRED PERSON HIRED AND DATE OF
HIRE:**

FACEBOOK – MAY 29, 2024

NO ORGANIZATIONS ASKED TO BE NOTIFIED OF VACANCIES AT KMMO.

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MARSHALL, MISSOURI**

REPORTING PERIOD: SEPTEMBER 21, 2023 – SEPTEMBER 20, 2024

MONTH POSITION WAS OPEN: MAY 2024

MONTH POSITION WAS FILLED: JULY 2024

POSITION FILLED:

FULL TIME OFFICE MANAGER

**RECRUITMENT SOURCES USED AND HOW MANY INTERVIEWED FOR
POSITION FROM EACH SOURCE:**

RADIO –
KMMO AM/FM

OTHER –
FACEBOOK
FACEBOOK: SMALL MARKET RADIO
FACEBOOK: TALKING ABOUT RADIO
MISSOURI BROADCASTERS
HANDSHAKE
RADIOJOBS.ORG
KMMO.COM
FRIEND-1 INTERVIEWED

COLLEGES TAGGED THROUGH FACEBOOK-

MISSOURI WESTERN STATE UNIVERSITY
NORTHWEST MISSOURI STATE
MOBERLY AREA COMMUNITY COLLEGE
STATE FIAR COMMUNITY COLLEGE
BENEDICTINE
CENTRAL METHODIST
NORTH CENTRAL MISSOURI COLLEGE
COLUMBIA COLLEGE
MISSOURI UNIVERSITY
SOUTHEAST MISSOURI STATE UNIVERSITY
NORTHWEST MISSOURI ALUMNI
ST. LOUIS COMMUNITY COLLEGE – MERAMEC
UNIVERSITY OF CENTRAL MISSOURI

TOTAL NUMBER OF APPLICANTS INTERVIEWED 1

TOTAL NUMBER OF APPLICATIONS RECEIVED 1

**RECRUITMENT SOURCE THAT REFERRED PERSON HIRED AND DATE OF
HIRE:**

FRIEND – JULY 1, 2024

NO ORGANIZATIONS ASKED TO BE NOTIFIED OF VACANCIES AT KMMO.

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REPORTING PERIOD: SEPTEMBER 21, 2023 – SEPTEMBER 20, 2024

MONTH POSITION WAS OPEN: MAY 2024

MONTH POSITION WAS FILLED: JULY 2024

POSITION FILLED:

FULL TIME ANNOUNCER

**RECRUITMENT SOURCES USED AND HOW MANY INTERVIEWED FOR
POSITION FROM EACH SOURCE:**

RADIO –

KMMO AM/FM

OTHER –

FACEBOOK-4 INTERVIEWED

FACEBOOK: SMALL MARKET RADIO-1 INTERVIEWED

FACEBOOK: TALKING ABOUT RADIO

MISSOURI BROADCASTERS

HANDSHAKE

RADIOJOBS.ORG

KMMO.COM

FRIEND

COLLEGES TAGGED THROUGH FACEBOOK-

MISSOURI WESTERN STATE UNIVERSITY

NORTHWEST MISSOURI STATE

MOBERLY AREA COMMUNITY COLLEGE

STATE FIAR COMMUNITY COLLEGE

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MISSOURI UNIVERSITY

SOUTHEAST MISSOURI STATE UNIVERSITY

NORTHWEST MISSOURI ALUMNI

ST. LOUIS COMMUNITY COLLEGE – MERAMEC

UNIVERSITY OF CENTRAL MISSOURI

TOTAL NUMBER OF APPLICANTS INTERVIEWED 5

TOTAL NUMBER OF APPLICATIONS RECEIVED 47

**RECRUITMENT SOURCE THAT REFERRED PERSON HIRED AND DATE OF
HIRE:**

FACEBOOK: SMALL MARKET RADIO – JULY 30, 2024

NO ORGANIZATIONS ASKED TO BE NOTIFIED OF VACANCIES AT KMMO.

**KMMO-FM AND KMMO-AM
OUTREACH INITIATIVES FOR REPORTING PERIOD
SEPTEMBER 21, 2023 – SEPTEMBER 20, 2024**

DECEMBER 5, 2023 – KMMO SPONSORED AND PARTICIPATED IN THE CAREER AND TECH EXPO HELD AT MISSOURI VALLEY COLLEGE. HIGH SCHOOL STUDENTS, MVC STUDENTS, AND COMMUNITY MEMBERS WERE INVITED TO ATTEND.

MARCH 1 AND 2, 2024 – KMMO HOSTED THE KMMO BUSINESS EXPO AT THE MARTIN COMMUNITY CENTER FOR BUSINESSES TO SHOWCASE THEIR PRODUCTS AND SERVICES

MARCH 27, 2024 – LARRY SMITH OF KMMO PARTICIPATED IN THE MISSOURI VALLEY COLLEGE CAREER EXPO FAIR HELD AT THE COLLEGE. LARRY GAVE OUT INFORMATION AND VISITED WITH STUDENTS INTERESTED IN A RADIO CAREER.

APRIL 3, 2024 – KMMO PARTICIPATED IN THE MARSHALL AREA CAREER FAIR HELD AT THE MARTIN COMMUNITY CENTER THAT WAS SPONSORED BY THE MISSOURI DEPARTMENT OF HIGH EDUCATION AND WORKFORCE DEVELOPMENT. THERE WERE PARTICIPANTS FROM SALINE COUNTY, PETTIS COUNTY, COOPER COUNTY, LAFAYETTE COUNTY, AND JOHNSON COUNTY.