EEO PUBLIC FILE REPORT

KMMO-FM AND KMMO-AM
MARSHALL, MISSOURI

REPORTING PERIOD: SEPTEMBER 21, 2025 – SEPTEMBER 20, 2026

MONTH POSITION WAS OPEN: MARCH 2026
MONTH POSITION WAS FILLED: MAY 2026

POSITION FILLED:
FULL-TIME ANNOUNCER

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

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	FACEBOOK	Y	2
2	KMMO.COM	Y	1
3	RADIOJOBS.ORG	Y	1
4	MISSOURI WESTERN STATE UNIVERSITY	Y	0
5	NORTHWEST MISSOURI STATE	Y	0
6	MOBERLY AREA COMMUNITY COLLEGE	Y	0
7	STATE FIAR COMMUNITY COLLEGE	Y	0
8	BENEDICTINE	Y	0
9	CENTRAL METHODIST	Y	0
10	NORTH CENTRAL MISSOURI COLLEGE	Y	0
11	COLUMBIA COLLEGE	Y	0
12	MISSOURI UNIVERSITY	Y	0
13	SOUTHEAST MISSOURI STATE UNIVERSITY	Y	0
14	NORTHWEST MISSOURI ALUMNI	Y	0
15	ST. LOUIS COMMUNITY COLLEGE – MERAMEC	Y	0
16	UNIVERSITY OF CENTRAL MISSOURI	Y	0
17	MARSHALL DEMOCRAT NEWS	N	0
18	CARROLLTON DEMOCRAT NEWS	N	0
19	BOONVILLE DAILY NEWS	N	0
20	GLASSDOOR WEBSITE	N	0
21	LINKEDIN WEBSITE	N	0
22	KMMO AM/FM	Y	0

TOTAL NUMBER OF APPLICANTS INTERVIEWED 4
TOTAL NUMBER OF APPLICATIONS RECEIVED 21

RECRUITMENT SOURCE THAT REFERRED PERSON HIRED AND DATE OF HIRE:
RADIOJOBS.ORG – MAY 1, 2026
NO ORGANIZATIONS ASKED TO BE NOTIFIED OF VACANCIES AT KMMO.

KMMO-FM AND KMMO-AM
OUTREACH INITIATIVES FOR REPORTING PERIOD
SEPTEMBER 21, 2025 – SEPTEMBER 20, 2026

AUGUST 18, 2026 – AN INDIVIDUAL WITH CENTER FOR HUMAN SERVICES JOB SHADOWED WITH SALES MANAGER CRAIG SIMS. CRAIG EXPLAINED HIS JOB AND WENT OVER OUR SPORTS COVERAGE. CENTER FOR HUMAN SERVICES, AN ORGANIZATION THAT PROVIDES SUPPORT, EDUCATION, AND RESOURCES FOR INDIVIDUALS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES.

APRIL 10, 2026 – LARRY SMITH OF KMMO PARTICIPATED IN THE SANTA FE ELEMENTRY SCHOOL CAREER DAY HELD AT SANTA FE SCHOOLS. LARRY VISITED WITH STUDENTS ABOUT CAREERS IN RADIO, HOW COMMERCIALS ARE PRODUCED AND ON-AIR POSITIONS.

MARCH 31, 2026 – LARRY SMITH OF KMMO PARTICIPATED IN THE MISSOURI VALLEY COLLEGE CAREER FAIR HELD AT THE COLLEGE. LARRY GAVE OUT INFORMATION AND VISITED WITH STUDENTS INTERESTED IN A RADIO CAREER ON-AIR AND HOW THE STATION OPERATES.

FEBRUARY 11, 2026 – KMMO PARTICIPATED AND SPONSORED THE UCM BUSINESS AND COMPUTING CAREER FAIR HOSTED BY UNIVERSITY OF CENTRAL MISSOURI. LARRY GAVE OUT INFORMATION AND VISITED WITH STUDENTS INTERESTED IN A RADIO CAREER IN SALES AND ON-AIR.

NOVEMBER 13, 2025 – SPONSORED BROADCAST CAREER INTRODUCION PROGRAM FOR 12 ADVANCED MARKETING STUDENTS FROM SALINE COUNTY CAREER CENTER. OUR SALES MANAGER CONDUCTED AN EDUCATIONAL SESSION DETAILING PROFESSIONAL CAREER OPPORTUNITIES IN BROADCAST MEDIA SALES AND MARKETING. COVERED OPERATIONS, STRATEGIES, DIGITAL ADVERTSING AND EDUCATION AND PROFESSIONAL PATHWAYS FOR EMPLOYMENT IN BROADCAST SALES. STUDENTS WERE GIVEN A TOUR OF THE STATION AND PARTICIPATED IN A Q&A SESSION.