

EEO PUBLIC FILE REPORT

Reporting Period: October 1, 2021 – September 30, 2022

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

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	
C7	SummitMedia.com	2700 Corporate Drive, Suite 115 Birmingham, AL 35242		205-322-2987	
C8	Media Staffing Network	Mediastaffingnetwork.com	Patty Kincaid	602-369-6765	2
C9	LinkedIn.com	SmartPost job board aggregator	LinkedIn.com		
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:					3

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)
General Sales Manager	C1, C3, C6. C7, C9, C10, L1, L2, L3, L4	Code Number: C1 Hire Date: 11/1/21

III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

Participate in events/programs sponsored by educations institutions relating to career opportunities in broadcasting - Future Business Leaders of America Career Day	KSPW Program Director conducted an educational tour of station facilities to a group of 20 Niangua High School students interested in radio business functions 2/16/22; shared the inner workings of a live radio broadcast, as well as the business positions available in our industry and SummitMedia.
Participate in events/programs sponsored by educations institutions relating to career opportunities in broadcasting	Marshfield High School Annual Mock Interview Event – approximately 40 senior high school students interested in broadcasting and communication careers. Interview portion scheduled with each interview lasting around 15 minutes... provided feedback to the student. 3/1/22
Participate in events/programs sponsored by educations institutions relating to career opportunities in broadcasting	KSGF Program Director spoke to 15 Kiwanis Club members on the relevance of radio in modern society and the reasons radio continues to be relevant and strong 3/10/22.
Host other activity reasonably calculated to disseminate information about careers in broadcasting.	KTTS News Director set up and attended a full day Weather Expo displaying and conversing with listeners and members of the community on radio weather coverage and the benefits of live reporting as well as the relevance of radio in today’s market place, and the availability of open positions with SummitMedia. 3/26/22.
Participate in other activity reasonably calculated to disseminate information about careers in broadcasting.	Summit General Sales Manager helped create the curriculum for MSU college course, using it as recruitment course for advertising sales positions. Students had to make contact, set an appointment, interview, and follow criteria laid out as if they were making a sale...4 week course. 6/13/22-7/7/22