

**KTTS-FM, KSPW(FM), KRVI(FM), KSGF-FM, KSGF(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 – September 30, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Strategy Lead	1-4, 6, 11-12	1
Marketing Strategy Lead	1-3, 5-8, 13	2
Marketing Strategy Lead	1-3, 5-8, 13	5

**KTTS-FM, KSPW(FM), KRVI(FM), KSGF-FM, KSGF(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 – September 30, 2023**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Indeed Website</b> www.indeed.com	No	9
2	<b>LinkedIn Website</b> www.linkedin.com	No	5
3	<b>Summit Corporate Website</b> www.summitmediacorp.com	No	0
4	<b>Internal Job Posting</b> 2330 W Grand Street Springfield, Missouri 65802	No	1
5	<b>Employee Referral</b>	No	5
6	<b>Handshake.com</b> 225 Bush St 12th floor San Francisco, CA	No	0
7	<b>SummitMedia-Springfield Virtual Career Fair</b> (see Section III)	No	1
8	<b>Media Staffing Network</b> (This Network distributes notifications about job openings to numerous recruitment sources.) Kate Glenn kate@mediastaffingnetwork.com 810.357.3096	No	0
9	<b>Walk-In/Self-Referral</b>	No	0
10	<b>Networking Referral</b>	No	0
11	<b>Missouri Office of Workforce Development</b> www.Jobs.mo.gov	No	0
12	<b>Missouri Broadcasters Association</b> www.Missouribroadcasters.org	No	0
13	<b>Springfield Area Chamber of Commerce</b> www.springfieldchamber.com	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>22</b>

**KTTS-FM, KSPW(FM), KRVI(FM), KSGF-FM, KSGF(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 – September 30, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	From August 22, 2022 through December 5, 2022, the fall semester at Missouri State University (“MSU”), our SEU’s General Sales Manager (GSM) helped create the curriculum for the MSU Professional Sales Class, which he considered a recruitment opportunity for advertising sales positions. The students were required to contact him, schedule an appointment, conduct a customer needs analysis meeting, and present an advertising campaign. Our GSM provided written feedback to all students in this class as well as verbal feedback and training to each student.
<b>2</b>	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On March 19, 2023, our KSPW Program Director was a judge for Glendale High School’s Rockstar Singing Competition ( <i>American Idol type of event</i> ). Twelve live performances were judged by a panel of three judges from the community. Following the competition, our Program Director spent time with the students discussing radio and the broadcast industry, i.e., what it takes to be a disc jockey and how to get into and train for a career in radio.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the second half of March 2023, our SEU’s Market President/General Manager, General Sales Manager, Program Directors, Promotions Director, and Business Manager – all overseeing hiring for the Springfield market – participated in training through videos that reviewed EEO obligations and compliance as well as pipeline and recruiting outreach opportunities and efforts. This training was provided by Broadcast One Source/Media Staffing Network.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Virtual Career Fair	<p>On April 4, 2023, our SEU hosted a Virtual Career Fair. The event was heavily promoted locally to colleges, the Chamber, and through on-air and station websites. Participants signed up and were scheduled for an interview on the day of the event, either via phone, Zoom, or MS Teams. There were multiple participants, and most interviews were confirmed and conducted that day, with a few that carried over throughout the week. Several candidates moved forward with informational interviews. One candidate moved forward for a sales opening. Candidates also interviewed for part-time openings in programming, promotions, production, and internships. Our SEU was pleased with the participation.</p>