

KTTS-FM, KSPW(FM), KRVI(FM), KSGF-FM, KSGF(AM)
EEO PUBLIC FILE REPORT
October 1, 2024 – September 30, 2025

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
KTTS Program Director/Air Talent	1-3,5,7-8,13	5
Marketing Strategy Lead	1-3,7	2

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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	Indeed Website www.indeed.com	No	0
2	LinkedIn Website www.linkedin.com	No	5
3	Summit Corporate Website www.summitmediacorp.com	No	0
4	Internal Job Posting 2330 W Grand Street Springfield, Missouri 65802	No	0
5	Employee Referral	No	1
6	Handshake.com 225 Bush St 12th floor San Francisco, CA	No	0
7	ZipRecruiter Ziprecruiter.com	No	0
8	Media Staffing Network (This Network distributes notifications about job openings to numerous recruitment sources.) Kate Glenn kate@mediastaffingnetwork.com 810.357.3096	No	0
9	Walk-In/Self-Referral	No	0
10	Networking Referral	No	0
11	Missouri Office of Workforce Development www.Jobs.mo.gov	No	0
12	Missouri Broadcasters Association www.Missouribroadcasters.org	No	0
13	Country Aircheck CountryAircheck.com	No	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Sponsor an event sponsored by or on behalf of an educational institution related to careers in broadcasting	On October 30, 2024, our KSGF Program Director hosted a guided tour of the station facilities, including all 4 broadcast studios, news studio, production studio, as well as business offices, to a group of Middle School Journalism students from Pipkin Middle School in Springfield, MO. He provided information on day-to-day operations; demonstrated on-air duties; explained different career opportunities in radio broadcasting, as well as the education most helpful to work in the industry; and answered students' questions.
2	Participate in an event sponsored by or on behalf of an educational institution related to careers in broadcasting.	On February 19, 2025, KSPW Program Director participated in Marshfield High School's annual Mock Interview Event – approximately 40 high school students interested in broadcasting and communications careers took part. 15 minute interviews were scheduled with each student after which they received constructive feedback as well as information about the broadcast industry.
3	Host Job Fair	On September 23, 2025, SummitMedia Hiring Managers for Springfield MO stations hosted a job fair at our facilities to highlight open positions locally as well as remote positions within the company. This event was promoted on air, on station streams, and online on the websites. Interested candidates were welcome to stop by the stations anytime from 11 until 1, to learn about open positions. Every participant was guaranteed a minimum 15 minute interview.
4	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination.	On September 23, 2025, SummitMedia General Manager, Janelle Moffett, attended an event hosted by University of Missouri Extension Center during which she learned how to: create job pathways; invest in second-chance practices to tap into overlooked talent; address workforce challenges; build loyal, high-performing teams; and provide equal opportunities to job-seeking individuals.