

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM  
EEO PUBLIC FILE REPORT  
October 1, 2017-September 30, 2018**

**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>
Account Executive	1-26	10
On Air Announcer	1-26	12
On Air Announcer	1-26	12
Account Executive – Inside Sales	1-26	12
Account Executive	1-26	24
Account Executive	1-26	10
Account Executive – Inside Sales	1-26	12
Account Executive	1-26	12
Account Executive	1-26	10

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/jobs/">www.alphamediausa.com/jobs/</a>	N	7
2	<b>American Business Women’s Association</b> 2834 Roanoke Springfield, MO 65807 PH 417-883-2259 Contact: Donnie Harris <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a>	N	0
3	<b>American Federation of Television and Radio Artists</b> 1310 Papin, #103 St Louis, MO Contact: Career Service Fax 314-231-8412	N	0
4	<b>American Indian Center</b> 309 N. Jefferson Springfield, MO 65806 PH 417-866-3439 Fax 816-471-8543 Contact: Christine Molley	N	0
5	<b>Army Community Service</b> 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 <a href="mailto:daniel.a.danzo.civ@mail.mil">daniel.a.danzo.civ@mail.mil</a> Contact: Daniel Danzo	N	0
6	<b>Broadcast Center</b> 2360 Hampton Avenue St Louis, MO 63139 <a href="mailto:placement@broadcastcenterinfo.com">placement@broadcastcenterinfo.com</a> Contact: Don Golaszewski	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Career Placement Office</b> <b>University of Missouri / Kansas City</b> Kansas City, MO 63139 PH 314-647-8181 <a href="http://careerexec.com">http://careerexec.com</a> <a href="mailto:info@careerexec.com">info@careerexec.com</a> Fax 816-123-1234 Contact: Recruitment Clerk	N	0
8	<b>College of the Ozarks</b> PO Box 17 Point Lookout, MO 65726 <a href="mailto:career@cofo.edu">career@cofo.edu</a> Contact: Jim Freeman	N	0
9	<b>Columbia College</b> 3900 Highway D Lake Ozark, MO 65049 <a href="mailto:rajamerson@ccis.edu">rajamerson@ccis.edu</a> Contact: Rayhan Jamerson	N	0
10	<b>Word-of-Mouth Referral</b>	N	9
11	<b>Grupo Latino Americano</b> 318 Park Central East, Suite 623 Springfield, MO 65806 <a href="mailto:Grupolantino417@hotmail.com">Grupolantino417@hotmail.com</a> Fax 417-868-8499 Contact: Yolanda Lorge	N	0
12	<b>Indeed Wesite</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	5
13	<b>Lebanon Area Chamber of Commerce</b> 186 N. Adams Lebanon, MO 65536 417-588-3256 <a href="mailto:Darrell@lebanonmissouri.com">Darrell@lebanonmissouri.com</a> Contact: Darrell Pollock	N	0
14	<b>Lincoln University</b> 820 Chestnut Street Jefferson City, MO 65101 PH 573-681-5167 Fax 573-681-5165 <a href="mailto:meyerj@lincolnu.edu">meyerj@lincolnu.edu</a> Contact: John Meyer	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>Missouri Broadcasters Association</b> 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 <a href="http://www.careerpage.org">www.careerpage.org</a> <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Contact: Mark Gordon	N	1
16	<b>Missouri School of Journalism</b> 76 Gannett Hall Columbia, MO 65211 PH 573-882-0373 <a href="mailto:career@missouri.edu">career@missouri.edu</a> Contact: Career Services	N	0
17	<b>Missouri Science and Technology</b> 1870 Miner Circle Rolla, MO 65401 PH 417-341-4951 <a href="mailto:kapeller@mst.edu">kapeller@mst.edu</a> Contact: Colleen Kapeller	N	0
18	<b>My Ozarks On Line</b> PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 <a href="http://www.myozarksonline.com">http://www.myozarksonline.com</a> Contact: Mike Edwards	N	2
19	<b>NAACP</b> 104 Opal Street St. Robert, MO 65584 PH 573-336-1271 <a href="mailto:carl.granberry@yahoo.com">carl.granberry@yahoo.com</a> Contact: Carl Granberry	N	0
20	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	2
21	<b>Ozark Technical College</b> 22360 Highway MM Lebanon, MO 65536 PH 417-447-8932 <a href="mailto:Lebanon@otc.com">Lebanon@otc.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	<b>SBU – Mt. View Campus</b> Career Services, 162 East First Street Mt View, MO 65548 PH 417-934-2999 <a href="mailto:paularaney@sbuniv.edu">pularaney@sbuniv.edu</a> Fax 417-934-1543 Contact: Paula Raney	N	0
23	<b>SMSU – West Plains</b> Career Center, 128 Garfield West Plains, MO 65775 PH 417-255-7230 Fax 417-255-7231 Contact: Jay Gentry	N	0
24	<b>Walk-In/Self-Referral</b>	N	3
25	<b>William Jewel College</b> 500 College Hill WJC Box 1058 Liberty, MO 64068 PH 816-781-7700 <a href="mailto:blandm@william.jewell.edu">blandm@william.jewell.edu</a> Contact: Marissa Bland	N	0
26	<b>Women’s Empowerment Network</b> 920 Main, Suite 100 Kansas City, MO 64105 PH 816-822-8083 Fax 816-822-8607 <a href="mailto:tbomar@kcwen.org">tbomar@kcwen.org</a> Contact: Tonia Bomar	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>29</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 14, 2017, our SEU participated in a career fair conducted by the Waynesville Career Center, part of the Waynesville School District, Waynesville, Missouri. SEU participants included our Sales Manager and Operations Manager, who spoke with students about careers in broadcasting and subsequently interviewed those students who expressed a special interest in this field and provided feedback to their instructors.
<b>2.</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 11, 2018, our SEU participated in a career day at the Strafford Public Schools in Strafford, Missouri. SEU participants included our Market Manager, who spoke with students in four sessions regarding careers in broadcasting.
<b>3</b>	Establishment of an intern program designed to assist members of the community	During the summer semester, our SEU hosted an intern from Crocker High School. The intern was supervised by our SEU's Operations Manager and, through the program, learned about the skills necessary to succeed in news reporting and on-air announcing.
<b>4</b>	Participate in Job Fair	On September 15, 2018, our SEU participated in the Lebanon Chamber of Commerce Business Expo and Job Fair at the Lebanon, Missouri Civic Center. SEU participants included our Market and Sales Managers, members of our Sales staff and a member of our News staff, who shared information with attendees about career opportunities in broadcasting as well as openings within the SEU.