

**KAAN(AM), KAAAN-FM, KKWK-FM, KMRN(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016-September 30, 2017<sup>1</sup>**

**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
Call Center Representative – Inside Sales	1-45	2
Account Executive – Outside Sales	1-45	2
Call Center Representative – Inside Sales	1-45	44
Morning Programmer – KKWK / KMRN	1-46	46
Call Center Representative – Inside Sales	1-45	43
Call Center Representative – Inside Sales	1-45	43
Call Center Representative – Inside Sales	1-45	43
Account Executive – Outside Sales	1-45	2
Front Office Assistant – Cameron	1-45	43
Morning Programmer – KKWK / KMRN	1-45	2
Call Center Representative – Inside Sales	1-45	43
Call Center Representative – Inside Sales	1-45	43
Call Center Representative – Inside Sales	1-45	43

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<sup>1</sup> This Report provides recruitment data collected through September 25, 2017 pursuant to the FCC’s grace period policy.

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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	<b>Albany R-III High School</b> 101 W Jefferson Albany, Missouri 64402 Alan Gottula Phone: 660-726-3911 E-Mail: <a href="mailto:agottula@albany.k12.us">agottula@albany.k12.us</a>	No	0
2	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	14
3	<b>Broadcast Center</b> 2360 Hampton Ave St. Louis, Missouri 63139 Career Counselor Phone: 314-647-8181	No	1
4	<b>Cameron Professional Women Org</b> 123 W 3rd St Cameron, Missouri 64429 Donna McKinney Phone: 816-632-6161	No	0
5	<b>Cameron R-2 High School</b> 1022 S Chestnut Cameron, Missouri 64429 Lisa Pruitt Phone: 816-632-2129 E-Mail: <a href="mailto:lpruitt@cameronschools.org">lpruitt@cameronschools.org</a> Geoff Heckman Phone: 816-632-2129 E-Mail: <a href="mailto:gheckman@cameronschools.org">gheckman@cameronschools.org</a>	No	0
6	<b>Cameron University</b> Ross Hall 225 2800 W Gore Blvd Lawton, Oklahoma 73505 Jordan Scribner Phone: 580-581-6769 E-Mail: <a href="mailto:hirecameronaggies@cameron.edu">hirecameronaggies@cameron.edu</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>College of the Ozarks</b> 100 Opportunity Ave Point Lookout, Missouri 65726 Courtney Weibel Phone: 800-222-0525 E-Mail: career@cofo.edu	No	0
8	<b>Community Action Agency</b> 117 S 16th St Unionville, Missouri 63565 Career Counselor Phone: 660-947-2471	No	0
9	<b>Community Action Agency</b> 101 East Second St Milan, Missouri 63556 Career Counselor Phone: 660-265-4510	No	0
10	<b>Eastern Kentucky University</b> 521 Lancaster Ave CPO 62 Room 468 Richmond, Kentucky 40475 Career Counselor Phone: 859-622-1296 E-Mail: career@eku.edu	No	0
11	<b>Elmhurst College</b> 190 Prospect Ave Elmhurst, Illinois 60126 Annette Coduto Phone: 630-617-3190 E-Mail: cpeinfo@elmhurst.edu	No	0
12	<b>Emporia State University</b> Campus Box 4014 1200 Commercial Emporia, Kansas 66801 Career Counselor Phone: 620-341-5407 E-Mail: career@emporia.edu	No	0
13	<b>Fort Hays State University</b> 600 Park St Hays, Kansas 67601 Dan Rice Phone: 785-628-4260 E-Mail: careers@fhsu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Green Hills Workforce</b> 1213 Malde St Trenton, Missouri-65683 Career Counselor Phone: 660-359-3533	No	0
15	<b>Harding University</b> 2243 HU Box 1 915 E Market Ave Searcy, Arkansas 72149 Career Counselor Phone: 501-279-4454 E-Mail: careercenter@harding.edu	No	0
16	<b>Iowa Central Community College</b> One Triton Circle Fort Dodge, Iowa 50501 Career Counselor Phone: 515-574-1910 E-Mail: careerservices@iowacentral.edu	No	0
17	<b>Kansas State University</b> 100 Holtz Hall Manhattan, Kansas 66506 Kerri Day Keller Phone: 785-532-1691 E-Mail: ces@ksu.edu	No	0
18	<b>Kirkville Career Center</b> 2105 E Normal St Kirksville, Missouri 63501 Cathy Collop Phone: 660-665-0345 E-Mail: cathy.collop@ded.mo.gov	No	0
19	<b>Lindenwood University</b> 209 S Kings Highway St. Charles, Missouri 63301 Dana Wehrli Phone: 636-949-4806 E-Mail: careerdevelopment@lindenwood.edu	No	0
20	<b>Missouri Employment Office</b> 1212 S Main Maryville, Missouri 64468 Career Counselor Phone: 660-582-3113	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	<b>Missouri Employment Security</b> 601 W Mohawk Rd Chillicothe, Missouri 64601 Robert Zirfas Phone: 660-646-0671 E-Mail: robert.zirfas@vr.dese.mo.gov	No	0
22	<b>Missouri State University</b> 901 S National Ave Springfield, Missouri 65897 Career Counselor Phone: 417-836-5636 Fax: 1-417-836-6797 E-Mail: careercenter@missouristate.edu	No	0
23	<b>Missouri Western State University</b> 4525 Downs Dr St. Joseph, Missouri 64507 Kay-Lynne Taylor Phone: 816-271-4205 E-Mail: ktaylor19@missouriwestern.edu	No	0
24	<b>Morehead State University</b> 428 University Blvd Morehead, Kentucky 40351 Julia Hawkins Phone: 606-783-2233 E-Mail: careerservices@moreheadstate.edu	No	0
25	<b>North Central Missouri College</b> 1301 Main St Trenton, Missouri 64683 Cory Crawford Phone: 660-359-3948 E-Mail: ccooksey@mail.ncmissouri.edu	No	0
26	<b>North Central MO Career Center</b> 3400 Bulldog Ave Bethany, Missouri 64424 Bill Pottorff Phone: 660-359-3948 E-Mail: bpottorff@shr2.k12mo.us	No	0
27	<b>Northeastern State University</b> 705 N Grand Ave Tahlequah, Oklahoma 74464 Gayle Anderson Phone: 918-444-3110 E-Mail: careerservices@nsuok.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	<b>Northwest Missouri State University</b> 800 University Dr Maryville, Missouri 64468 Joan Schneider Phone: 660-562-1251 E-Mail: ensming@nwmissouri.edu	No	3
29	<b>Northwestern College</b> 101 7th St SW Orange City, Iowa 51041 Bill Minnick Phone: 712-707-7225 E-Mail: bminnick@nwciowa.edu	No	0
30	<b>Pittsburgh State University</b> 202-203 Horace Mann 1701 S Broadway Pittsburgh, Kansas 66762 Mindy Cloninger Phone: 620-235-4140 E-Mail: mcloning@pittstate.edu	No	0
31	<b>South Harrison High School</b> 3400 Bulldog Ave Bethany, Missouri 64424 Rose Eaton Phone: 660-425-8051 E-Mail: reaton@shr2.k12.mo.us	No	0
32	<b>Southern Illinois University – Carbondale</b> 1263 Lincoln Dr Suite 0179 Carbondale, Illinois 62901 Jaime Conley-Holt Phone: 618-453-2121 E-Mail: jbholt@siu.edu	No	0
33	<b>Southern Illinois University – Edwardsville</b> SIUE State Rt 157 Edwardsville, Illinois 62026 Susan Seibert Phone: 618-650-3708 E-Mail: careerdevelopment@siue.edu	No	0
34	<b>Truman State University</b> 100 E Normal Kirksville, Missouri 63501 David Lusk Phone: 660-785-4353 E-Mail: careers@truman.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	<b>University of Central Missouri</b> West Edwards 1200 Warrensburg, Missouri 64093 Career Counselor Phone: 660-543-4985 E-Mail: careers@ucmo.edu	No	0
36	<b>University of Kansas Burge Union</b> 110/1601 Irving Hill Rd Lawrence, Kansas 66045 Career Counselor Phone: 785-864-3624 E-Mail: ucc@ku.edu	No	0
37	<b>University of Missouri</b> 909 Lowry Mall Univ of Missouri Columbia, Missouri 65211 Joe Johnston Phone: 573-882-6898 E-Mail: careers@missouri.edu	No	0
38	<b>University Outreach Extension Center</b> 1505 Main Courthouse Bethany, Missouri 64424 Janet Hackert Phone: 660-425-6434 E-Mail: harrisonco@missouri.edu	No	0
39	<b>Washburn University</b> 1700 SW College Ave Washburn, Kansas 66621 Kent McAnally Phone: 785-670-1450 E-Mail: kent.mcanally@washburn.edu	No	0
40	<b>Washington University in St. Louis</b> One Brookings Drive St. Louis, Missouri 63130 Jessica Stanko Phone: 314-935-5000 E-Mail: careers@wustl.edu	No	0
41	<b>Western Illinois University</b> Memorial Hall 125 1 University Circle Macomb, Illinois 61455 Martin Kral Phone: 309-298-1838 E-Mail: careers@wiu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	<b>William Jewel College</b> 500 College Hill WJC Box 1058 Liberty, Missouri 64088 Marissa Bland Phone: 816-415-5936 E-Mail: blandm@william.jewell.edu	No	0
43	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	12
44	<b>Word-of-Mouth Referral</b>	No	4
45	<b>NorthwestMOinfo.com</b> ( <i>SEU website</i> )	No	2
46	<b>Internal Transfer/Promotion</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			37



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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/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 18, 2016, our SEU participated in the Northwest Missouri State University Fall Career Day sponsored by Northwest Missouri State University, which took place on its campus at Maryville, Missouri. SEU participants included our Market Manager, who spoke with those in attendance about career opportunities in radio as well as job openings and internships within our SEU.
<b>2</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 9, 2017, our SEU participated in the Northwest Missouri State University Spring Career Day sponsored by Northwest Missouri State University, which took place on its campus at Maryville, Missouri. SEU participants included our Market Manager, who spoke with those in attendance about career opportunities in radio as well as job openings and internships within our SEU.
<b>3</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 5, 2017, our SEU participated in the Central Decatur High School Career Day sponsored by Central Decatur School District, which took place on its campus at Leon, Iowa. SEU participants included our KAAN (AM)/-FM Program Director, who spoke with those in attendance about career opportunities in radio as well as job openings and internships within our SEU.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>4</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 10, 2017, our SEU participated in the Mid-Buchanan R-V Athletic Academic Banquet, which recognized qualifying students at the Mid-Buchanan R-V School District High School. SEU participants included our KKWK/KMRN Program Director, who spoke to those in attendance about, among other topics, how to translate academic success into the workplace as well as exciting career opportunities in radio and within the SEU.
<b>5</b>	Management-level training regarding equal employment opportunity and preventing discrimination	On August 24, 2017, our SEU's Business Manager took part in an EEO training webinar presented by Alpha's FCC counsel, Wiley Rein LLP, regarding compliance with the FCC's EEO rules entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media."