

# KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)<sup>1</sup>

## EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 2021<sup>2</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
News and Sports Reporter	2-4, 6-13, 15-22, 26-53, 55	47
News Reporter	2-4, 6-8, 10-21, 23, 26-46, 48-55	42
Account Executive	2-4, 6-21, 23, 26-45, 48-53, 55	23
Marketing Consultant	2-8, 10-21, 23, 26-45, 48-53, 55	5
Production Director	1-4, 6-8, 10-13, 15-21, 24, 26-45, 48-55	54
Business Manager	2-4, 6-8, 10-13, 15-21, 23, 25-38, 40-45, 48-53, 55	25

<sup>1</sup>On October 15, 2020, KGNM(AM) changed its call sign to KYSJ(AM) (Facility ID #50511, St. Joseph, MO).

<sup>2</sup>An entitled source was not notified of certain vacancies due to changed contact information and/or email/fax delivery failure.

**KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)****EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****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	All Access PO Box 6587 Malibu, California 90264 Phone : 3104576616 Url : allaccess.com Joel Denver Manual Posting	N	4
2	American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell	Y	0
3	Briar Cliff University/Career Development Center 3303 Rebecca Street Heelan Hall/Room 057 Sioux City, Iowa 51104 Phone : 712-279-5455 Url : www.briarcliff.edu Email : Joshua.Cobbs@briarcliff.edu Joshua Cobbs	Y	0
4	Broadcast Center of St. Louis 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Url : broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Fax : 1-314-647-8181 John Carrol	N	0
5	Career Fair (see section III)	N	1
6	Central Methodist College 411 Central Methodist Square Fayette, Missouri 65270 Phone : 660-248-6986 Url : www.centralmethodist.edu Email : career@centralmethodist.edu Fax : 1-660-248-6980 Nicolette Yevich	N	0

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7	Central Missouri State University Career Services Center WDE 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Url : www.ucmo.edu Email : recruiter@ucmo.edu Fax : 1-660-543-4668 Amber Goreham	N	0
8	College of the Ozarks 1 Industrial Place Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : www.cofo.edu Email : career@cofo.edu Jim Freeman	N	0
9	Community Services 1212 B South Main Maryville, Missouri 64468 Phone : 660-582-3113 Fax : 1-660-582-2965 Bonnie Patterson  Prong 2 Ended Date: 11/4/2020	N	0
10	Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 573-288-6536 Url : www.culver.edu Email : rjarvis@culver.edu Robin Jarvis	N	0
11	DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Url : devry.edu Email : mba@mbaweb.org Fax : 1-816-941-0239 Gerry Ellis	N	0

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12	Drury University 900 North Benton, FSC 114 Springfield, Missouri 65802 Phone : 417-873-7284 Url : drury.edu Email : career@drury.edu Fax : 1-417-873-7284 Emily Buckmaster	N	0
13	Eagle Communications Careers Website 2703 Hall St Suite 15 Hays, Kansas 67601 Phone : 785-625-4000 Email : eaglehr@eagleradio.net Shannon Weiderholt	N	1
14	Employee Referral	N	3
15	Evangel University 1111 N Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 Url : evangel.edu Email : weatherlyt@evangel.edu Fax : 1-417-520-0545 Thelma Weatherly	N	0
16	Hannibal LaGrange College 2800 Palmyra Rd Hannibal, Missouri 63401 Phone : 573-221-3675 Url : hlg.edu Email : krichardson@hlg.edu Fax : 1-573-221-6594 Karry Richardson	N	0
17	Harris-Stowe State University 3026 Laclede Avenue St. Louis, Missouri 63103 Phone : 314-340-3512 Url : www.hssu.edu Email : careerengagement@hssu.edu Fax : 1-314-340-3389 Dr. LaTonia Collins Smith	N	0

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18	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-931-5229 Fax : 1-816-421-6493 Pam Slade	N	0
19	Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 8163154230 Email : kmaloney@mokangoodwill.org Katherine Maloney	Y	0
20	Highland Community College 803 West Missouri Highland, Kansas 66035 Phone : 785-442-6010 Email : egronniger@highlandcc.edu Eileen Gronniger	Y	0
21	Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : john.delee@sjsd.k12.mo.us John DeLee	Y	0
22	IMKO PRO 900 N Belt Hwy St. Joseph, Missouri 64506 Phone : 816-233-4040 Url : www.imko.com Email : carolynn@imko.com Tracy Fender	N	0
23	Indeed.com - Not Directly Contacted by SEU	N	10
24	Internal Posting	N	1
25	Internal Transfer/Promotion	N	1
26	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-789-3951 Email : lwarner@jeffco.edu Bob Gross	N	0

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27	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas 66603 Phone : 785-235-1307 Email : judy@kab.net Fax : 1-785-235-1307 Judy Clouse	Y	0
28	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5167 Url : lincolnu.edu Email : meyerj@lincolnu.edu Fax : 1-573-681-5165 John Meyer	N	0
29	Lindenwood College 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Url : lindenwood.edu Email : careerdevelopment@lindenwood.edu Fax : 1-636-949-4790 Dana Wehrli	N	0
30	Maryville University 13550 Conway Road St Louis, Missouri 63141 Phone : 314-576-9300 Url : maryville.edu Email : career@maryville.edu Fax : 1-314-529-9923 Lynn Willits	N	0
31	Mineral Area College 5270 Flat River Road Park Hills, Missouri 63601 Phone : 573-518-3820 Url : mineralarea.edu Email : asheets@mineralarea.edu Alison Sheets	N	0

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32	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	Y	3
33	Missouri Department of Higher Education & Workforce Development 301 South 7th Street St. Joseph, Missouri 64501 Phone : 816-236-9736 Url : www.greathires.org Email : david.scholz@dhewd.mo.gov Fax : 1-816-387-2029 David Scholz	Y	0
34	Missouri Southern State University 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu/career/index.php Email : HireALion@mssu.edu Nicole Brown	Y	0
35	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4080 Url : moval.edu Email : mckayk@moval.edu Fax : 1-660-831-4039 Kellie McKay	N	0
36	Missouri Vocational Rehabilitation 525 Jules Suite201 St Joseph, Missouri 64501 Phone : 816-617-9177 Email : matthew.gregg@vr.dese.mo.gov Matthew Gregg	Y	0
37	Missouri Western State University 4525 Downs Drive Student Placement Center St. Joseph, Missouri 64507 Phone : 816-271-4206 Email : careercenter@missouriwestern.edu Jean Foster	Y	0

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38	NAFB 1100 Platte Falls Road Platte City, Missouri 64079 Url : nafb.com Email : info@nafb.com Tom Brand	N	0
39	Nebraska Broadcasters Assn 11414 West Center Road Suite 342 Omaha, Nebraska 68144 Phone : 402-933-5995 Email : jim@ne-ba.org Jim Timm	N	0
40	Northwest Missouri State University KXCV 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1163 Url : kxcv.org Email : jcoffey@nwmissouri.edu John Coffey	Y	0
41	Olin School of Business 1 Brookings Drive Box 1157 St. Louis, Missouri 63130 Phone : 314-935-5950 Url : olin.wustl.edu Email : adminwrcr@olin.wustl.edu Lisa Wilson	N	0
42	On Air Announcements (one or more SEU stations) 4104 Country Lane St. Joseph, Missouri 64506 Phone : 816-233-8881 Url : www.stjoeradio.com Email : nattie.king@eagleradio.net Fax : 1-816-279-8280 Nattie King	N	1
43	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	0



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44	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Url : semo.edu Email : careerlinkages@semo.edu Fax : 1-573-651-2532 Sandy White	N	0
45	Southern Illinois University/Edwardsville SIUE Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : sseiber@siue.edu Fax : 1-618-650-3656 Susan Seibert	Y	0
46	Southwest Baptist University 1600 Universtiy Ave Bolivar, Missouri 65613 Phone : 417-326-5281 Url : sbuniv.edu Email : dsteward@sbuniv.edu Fax : 1-417-328-2091 Dana Steward	N	0
47	Sportscasters Talent Agency of America (Not Directly Contacted by SEU)	N <sup>3</sup>	1
48	St Joseph Post 4104 Country Lane St. Joseph, Missouri 64506 Phone : 18162338881 Url : www.stjosephpost.com Email : brent.martin@eagleradio.net Brent Martin	N	0
49	St. Louis Community College 11333 Big Bend Road St. Louis, Missouri 63122 Phone : 314-984-7611 Url : stlcc.edu Email : CES@stlcc.edu Fax : 1-314-984-7447 Rita Reinhardt	N	0

<sup>3</sup>As of September 2, 2021, this agency requested to begin receiving job notifications solely related to sports-related positions.

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50	Stevens College 1200 East Broadway Columbia , Missouri 65215 Phone : 573-876-7101 Url : stephens.edu Email : career@stephens.edu Heather Mile-Mange	N	0
51	Washburn University Career Services 1700 SW College Ave Morgan Hall 123 Topeka, Kansas 66621 Phone : 785-670-1450 Url : www.washburn.edu Email : kent.mcanally@washburn.edu Kent McAnally	Y	0
52	William Woods University One University Avenue Fulton , Missouri 65251 Phone : 573-592-4313 Url : williamwoods.edu Email : Amy.Dittmer@WilliamWoods.edu Fax : 1-573-592-1146 Amy Dittmer	N	0
53	Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : kcwen.org Email : tbomar@kcwen.org Fax : 1-816-822-8607 Bomar Tonia	N	0
54	Word of Mouth Referral	N	2
55	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>28</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/15/2020	Participation in events or programs sponsored by educational institutions	In mid-October, three members of the SEU participated in an event hosted by Missouri Western State University. The Society for Collegiate Journalism Speed Session is an event for students-only and consists of one-on-one review sessions of students' resumes and portfolios. In addition, students ask questions about the station employees' job roles, increasing company awareness.	3	Program Director News Director Account Executive
2	1/8/2021	Establishment of training programs for station personnel	The SEU put one of its new Marketing Consultants through a 7-week training program called P1 Plus, covering a number of broadcasting topics and skillsets. Participants watch more than 50 online video courses and take an exam at the end of each course. There are weekly calls with course instructors and weekly status updates that are sent to the participant's manager. Participants learn about topics such as advanced sales techniques and broadcast and digital sales, which will in turn will help them advance their career in the company.	2	Marketing Consultant Chief Revenue Officer
3	6/9/2021	Hosting of Job Fair	The SEU hosted a job fair at the East Hills Shopping Center on 6/9/21 from 9am to 5pm. Our SEU planned and organized the event, including by recruiting employers. 24 local businesses participated, including our SEU.	7	General Manager Business Manager Program Director Account Executives
4	8/25/2021	Hosting of Job Fair	The SEU hosted a second job fair at the East Hills Shopping Center on 8/25/21 from 9am to 4pm. Our SEU planned and organized the event, including by recruiting employers. 24 local businesses participated, including our SEU, and the station vehicles were on site to raise awareness.	7	General Manager Operations Manager News Director Account Executives

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5	9/29/2021	Hosting of Job Fair	The SEU hosted a job fair in a neighboring city, Maryville, MO, at the American Legion Hall on 9/29/21 from 10am to 2pm. Our SEU planned and organized the event, including by recruiting employers to attract residents on the northern edge of the stations' coverage area. 11 local businesses participated, including our SEU and it's station cluster.	1	General Manager