

**KBCT(FM), KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ(AM)****EEO PUBLIC FILE REPORT****October 1, 2023 - September 30, 2024****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>
Program Director	1-31, 33-38, 40-45	31
Farm Director	2-5, 7-14, 17-23, 25-30, 33-38, 40-45	44
Farm Director	2-5, 7-15, 17-29, 32-38, 40-43, 45	15
Digital Marketing Consultant	2-5, 7-15, 17-29, 32-43, 45	15

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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	All Access PO Box 6587 Malibu, California 90264 Phone : 7853012552 Url : allaccess.com Shai Harrison Manual Posting	N	0
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	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
5	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

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6	College of the Ozarks 1 Industrial Place Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : www.cofo.edu Jim Freeman Manual Posting	N	0
7	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
8	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
9	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-301-2552 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Shai Harrison	N	0
10	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

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11	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
12	Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 8163154230 Email : adavis@mokangoodwill.org Anita Davis	Y	0
13	Highland Community College 606 W Main Highland, Kansas 66035 Phone : 785-442-6010 Email : humanresources@highlandcc.edu Lexy Clark	Y	0
14	Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : john.delee@sjsd.k12.mo.us John DeLee	Y	0
15	Indeed.com - Not Directly Contacted by SEU	N	8
16	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-789-3951 Bob Gross Manual Posting	N	0
17	Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas 66603 Phone : 785-235-1307 Email : info@kab.net Fax : 1-785-233-3052 Judy Clouse	Y	0

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18	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
19	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
20	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
21	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
22	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tstutheit@missouribroadcasters.org Fax : 1-573-634-8258 Terri Stutheit	Y	0

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23	Missouri Department of Higher Education & Workforce Development 301 South 7th Street St. Joseph, Missouri 64501 Phone : 816-236-9736 Url : <a href="http://www.greathires.org">www.greathires.org</a> Email : <a href="mailto:david.scholz@dhewd.mo.gov">david.scholz@dhewd.mo.gov</a> Fax : 1-816-387-2029 David Scholz	Y	0
24	Missouri Southern State University 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Url : <a href="http://www.mssu.edu/career/index.php">http://www.mssu.edu/career/index.php</a> Email : <a href="mailto:gandy-a@mssu.edu">gandy-a@mssu.edu</a> Alex Gandy	N	0
25	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4080 Url : <a href="http://moval.edu">moval.edu</a> Email : <a href="mailto:mckayk@moval.edu">mckayk@moval.edu</a> Fax : 1-660-831-4039 Kellie McKay	N	0
26	Missouri Vocational Rehabilitation 525 Jules Suite201 St Joseph, Missouri 64501 Phone : 816-617-9177 Email : <a href="mailto:matthew.gregg@vr.dese.mo.gov">matthew.gregg@vr.dese.mo.gov</a> Matthew Gregg	Y	0
27	Missouri Western State University 4525 Downs Drive Student Placement Center St. Joseph, Missouri 64507 Phone : 816-271-4206 Email : <a href="mailto:careercenter@missouriwestern.edu">careercenter@missouriwestern.edu</a> Jean Foster	Y	0

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28	National Association of Farm Broadcasting 1100 Platte Falls Road Platte City, Missouri 64079 Phone : 816-431-4032 Url : nafb.com Email : info@nafb.com Career Opportunities	N	0
29	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
30	On-Air Announcements (one or more SEU stations) 4104 Country Lane St. Joseph, Missouri 64506 Phone : 1-816-279-8280 Url : www.stjoeradio.com Liby Waltemath Manual Posting	N	0
31	Previous Employee/Re-hire	N	1
32	RadioInsight <a href="https://radioinsight.com/">https://radioinsight.com/</a> Sayreville, New Jersey Lance Venta Manual Posting	N	0
33	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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34	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
35	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
36	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
37	Stevens College 1200 East Broadway Columbia , Missouri 65215 Phone : 573-876-7101 Url : stephens.edu Email : career@stephens.edu Heather Mile-Mange	N	0
38	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Amanda Nell Manual Posting	N	0
39	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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40	Washburn University Career Services 1700 SW College Ave Morgan Hall 123 Topeka, Kansas 66621 Phone : 785-670-1936 Url : www.washburn.edu Angela Valdivia Manual Posting	Y	0
41	Webster University 568 Garden Avenue St. Louis, Missouri 63119-3141 Phone : 800-981-9805 Trezette Dixon Manual Posting	N	0
42	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
43	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
44	Word of Mouth Referral	N	2
45	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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>12</b>

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**III. RECRUITMENT INITIATIVES**

	<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	10/17/2023	Participation in Job Fairs	The SEU participated in the My Success Event: Fall 2023, presented by Boehringer Ingelheim, at the St. Joseph Civic Arena. The event was created to host high school seniors from across the area, even if the students already had a plan after graduation. The event showcased job positions, internships and employment opportunities with local companies that students could take advantage of if they were going directly into the workforce or had plans for college. The SEU took the opportunity to explain the duties of station personnel, offer hands-on opportunities to see how radio works, and provide on-air processing equipment for students to utilize on-site.	3	Operations Manager Program Director Program Director
2	2/14/2024	Provision of training to management	On February 14, 2024 the SEU's General Manager participated in a training titled "Discussions on Diversity, Equity and Inclusion." The training covered the importance of Diversity, Equity and Inclusion (DEI) and how DEI efforts can fit into the SEU's everyday actions by taking the good intentions of DEI and impact their long-term viability and growth. The training addressed how DEI initiatives affect workplace culture for good or bad, as well as how outside dynamics (politics, fatigue, etc.) affect the goals of DEI, especially in the workplace.	1	General Manager
3	3/20/2024	Participation in Job Fairs	The KKJO Program Director of the SEU presented at the Tarkio Tech Career Fair on March 20, 2024. The station employee spoke about their position in broadcasting, to include their on-air responsibilities and past experiences in the field. The conversation led to answering questions for those considering a career in the broadcasting field to provide insight into the education and experience needed to be successful.	1	Program Director

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4	7/8/2024	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	Chief Revenue Officer Digital Marketing Consultant