

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
Operations Specialist	1-7, 10-22, 24-51	21
Marketing Consultant	1-7, 10-12, 14-22, 24-31, 33, 35-51	21
Night Board Operator	1-12, 14-15, 17-22, 24-31, 33, 35-45, 47, 49-51	9
News Reporter	1-7, 9-12, 14-33, 35-45, 47, 49-51	9
Marketing Consultant	1-7, 10-12, 14-22, 24-33, 35-40, 42-45, 47, 49-51	21
Marketing Consultant	1-7, 10-12, 14-22, 24-33, 35-40, 42-45, 47, 49-51	39
Marketing Consultant	1-7, 10-12, 14-22, 24-33, 35-40, 42-52	52

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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	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
2	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
3	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
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

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
6	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
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	Current Employee	N	1
9	Current Employee/Internal Promotion	N	2
10	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
11	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
12	Eagle Communications Careers Website 2300 Hall Street Hays, Kansas 67601 Phone : 785-625-4000 Url : www.eagleradio.net/careers Email : eaglehr@eagleradio.net Shannon Weiderholt	N	4
13	Employee Referral	N	1

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
14	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
15	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
16	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
17	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
18	Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 8163154230 Email : kmaloney@mokangoodwill.org Katherine Maloney	Y	0
19	Highland Community College 803 West Missouri Highland, Kansas 66035 Phone : 785-442-6010 Email : egronniger@highlandcc.edu Eileen Gronniger	Y	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
20	Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : john.delee@sjsd.k12.mo.us John DeLee	Y	0
21	Indeed.com - Not Directly Contacted by SEU	N	9
22	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-789-3951 Email : lwarner@jeffco.edu Bob Gross	N	0
23	JournalismJobs.com unlisted San Francisco, California Phone : 510-653-1521 Url : www.journalismjobs.com Shannon Diggs Manual Posting	N	0
24	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
25	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

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
26	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
27	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
28	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
29	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	0
30	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

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
31	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
32	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
33	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
34	Missouri Western State University 4525 Downs Drive Eder Hall, Suite 202 St. Joseph, Missouri 64507 Phone : 816-271-4292 Url : https://www.missouriwestern.edu/careerdevelopment/ Kay-lynn Taylor Manual Posting	N	0
35	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
36	National Association of Farm Broadcasting 1100 Platte Falls Road Platte City, Missouri 64079 Phone : 816-431-4032 Url : nafb.com Email : info@nafb.com Tom Brand	N	0

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
37	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
38	Olin School of Business 1 Brookings Drive Box 1157 St. Louis, Missouri 63130 Phone : 314-935-5950 Url : olin.wustl.edu Email : adminwrc@olin.wustl.edu Lisa Wilson	N	0
39	On-Air Announcements (one or more SEU stations) 4104 Country Lane St. Joseph, Missouri 64506 Phone : 1-816-279-8280 Url : www.stjoeradio.com Email : liby.waltemath@eagleradio.net Liby Waltemath	N	4
40	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
41	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

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
42	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
43	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
44	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
45	Stevens College 1200 East Broadway Columbia , Missouri 65215 Phone : 573-876-7101 Url : stephens.edu Email : career@stephens.edu Heather Mile-Mange	N	0
46	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Amanda Nell Manual Posting	N	0
47	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

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****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
48	Webster University 568 Garden Avenue St. Louis, Missouri 63119-3141 Phone : 800-981-9805 Trezette Dixon Manual Posting	N	0
49	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
50	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
51	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
52	ZipRecruiter – Not Directly Contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM**EEO PUBLIC FILE REPORT****October 1, 2021 - September 30, 2022****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/4/2021	Provision of training to management	The General Manager of the SEU attended the Kansas Association of Broadcasters (KAB) Employment seminar on October 4, 2021, during the Annual KAB Convention. The seminar was titled "The What and Why of Diversity and Inclusion", which was prepared and presented by the founder of LG Consulting and SVP, director of inclusion, equity and diversity at Fidelity Bank. The session examined the steps organizations need to consider when building a diversity strategy, with tips on how to create a business case and how to build a customized diversity plan for a broadcast station. The presenter also shared best practices and emerging trends in the Diversity, Equity and Inclusion space.	1	General Manager
2	1/26/2022	Provision of training to management	On January 26, 2022, the SEU's General Manager participated in a training entitled "Conscious Inclusion in the Workplace," which was offered at the Rising Above Summit held by P1 Learning. The training covered unconscious and implicit bias, microaggressions, and everyday actions to create more inclusive workplaces to better prepare those in attendance.	1	General Manager

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KYSJ-AM

EEO PUBLIC FILE REPORT

October 1, 2021 - September 30, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	2/23/2022	Participation in Job Fairs	The SEU participated in the My Success Event, 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	General Manager Operations Manager Production Director
4	3/18/2022	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 Marketing Consultant
5	4/9/2022	Participation in Job Fairs	The SEU hosted a job fair table on April 9, 2022 from 11am to 1pm at the Missouri Broadcast Educators Association and Missouri College Media Association conference. Two members from the SEU participated in the event and were the designated host for the company, helping answer any job related questions by the students in attendance. Alongside the SEU, other participants were the Missouri Broadcasters Association, KQ2 and St. Joseph News Press.	2	Program Director News Director