

POLLACK BROADCASTING CO.

EEO PUBLIC INSPECTION FILE REPORT

FEBRUARY 1, 2018-JANUARY 31, 2019

EMPLOYMENT UNIT FOR STATIONS

KBOA(AM), KENNETT, MO, FAC. ID 33674
KBOA(FM), PIGGOTT AR FAC.ID 33673
KCRV(AM),CARUTHERSVILLE, MO, FAC.ID 53976
KCRV(FM),CARUTHERSVILLE, MO, FAC.ID 53977
KMIS(FM), GIDEON, MO, FAC.ID 38119
KMIS(AM), PORTAGEVILLE, MO, FAC. ID 48550
KTMO(FM), NEW MADRID, MO, FAC. ID 48549
WGCQ(FM), HAYTI, MO, FAC. ID 64493

FULL TIME JOB VACANCIES FILLED BY STATIONS DURING REPORTING PERIOD

**PLACED IN PUBLIC FILE ANNUALLY ON ANNIVERSARY OF LICENSE RENEWAL
APPLICATION FILING DEADLINE AND POSTED TO STATION WEBSITE**

1. Total number of interviewees for all full-time vacancies filled during the past year: 23
2. Number of Full Time Jobs filled during the past year: 7
Recruitment source for Full Time Jobs filled:
 - A. Account Executive - Station Social Media/Facebook
 - B. Account Executive – Indeed Recruitment Website
 - C. Account Executive – Indeed Recruitment Website
 - D. Account Executive – Indeed Recruitment Website
 - E. Account Executive - Walk-In
 - F. Account Executive – Station Social Media/Facebook
 - G. Account Executive – Employee referral
3. A list of all supplemental recruitment activities performed during the past year, with a brief description of each activity is attached hereto, if applicable. See EEO Supplemental Recruitment Activities Worksheet. (below)

EEO SUPPLEMENTAL RECRUITMENT ACTIVITIES WORKSHEET

As a station employment unit that employs more than five full-time employees and operates in small markets, this station employment unit must perform two supplemental recruitment activities every two years.

This station employment unit performed the following supplemental recruitment activity between February 1, 2018 and January 31, 2019:

1. Southeast Missouri State University Student Orientation and Job Fair, Tuesday August 14th, 2018. Those in attendance were Perry Jones, General Manager; Jeanie Graves, Sales Manager; Shawn Miller, Digital Advertising Director; and Monte Lyons, Operations Manager. Met with new students and discussed careers in broadcasting.
2. University of Missouri Delta Center Field Day and Job Fair, Friday August 31st, 2018. Those in attendance were Perry Jones, General Manager; Paige Gillock, Director of Sales; and Monte Lyons, Operations Manager. Met with high school groups attending, discussing careers in broadcasting with a special emphasis toward agriculture and related programming and sales opportunities.
3. KTMO Farm Show and Job Fair, Monday January 28, 2019. Those in attendance were Perry Jones, General Manager; Monte Lyons, Operations Manager; Jeanie Graves, Sales Manager; Paige Gillock, Director of Sales; and Kendra Raines, Production Director. Discussions with the general public who were visiting the farm show about careers in broadcasting.

When Pollack Broadcasting Co. (“PBC”) does have job vacancies, it provides such information to the Missouri Broadcasters Association, Southeast Missouri State University, Three Rivers Community College, Arkansas Northeastern College, Arkansas State University, Missouri Career Center and Indeed Dot Com. PBC also provides training to employees to prevent discrimination and allow for advancement to higher positions within the company.

POLLACK BROADCASTING COMPANY

**KTMO-FM, KBOA-FM, KCRV-FM, KMIS-FM, WGCQ-FM
KBOA-AM, KCRV-AM, KMIS-AM**

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**II
MASTER RECRUITMENT SOURCE LIST**

- 1. Missouri Broadcasters Association Contact: Mark Gordon
1025 Northeast Drive
Jefferson City, MO 65109
Phone: 573-636-6692**

- 2. Southeast Missouri State University Contact: Marsha Blanchard
1230 1st Street, Kennett MO 63857
Phone: 573-888-0513**

- 3. Three Rivers Community College Contact: Kathy Ballard
1002 Great West Drive, Kennett MO 63857
Phone: 573-888-6381**

- 4. Arkansas Northeastern College Contact: Courtney Cooper
2501 South Division St. , Blytheville AR 72351
Phone: 870-762-1020 Ext. 1607**

- 5. Arkansas State University Contact: Tiffany Johnson
Career Management Center
Box 2490, State University AR 72467
Phone: 870-972-3025**

- 6. Missouri Career Center Contact: Cindy Hennen
1100 South Bypass #2
Kennett, MO 63857
Phone: 573-888-4518**

- 7. Pollack Broadcasting Company Contact: Perry Jones
On-Air, Websites, Digital Media
Box 509, Kennett, MO 63857
Phone: 573-888-4616**

- 8. Indeed - Employment Recruitment Website
www.indeed.com**