

POLLACK BROADCASTING CO.

EEO PUBLIC INSPECTION FILE REPORT

FEBRUARY 1, 2019 – JANUARY 31, 2020

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 164227
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

ACCOUNT EXECUTIVE: APRIL 2019
ACCOUNT EXECUTIVE: JULY 2019
ACCOUNT EXECUTIVE: JANUARY 2020
STATION MANAGER: JANUARY 2020

**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: 13**
- 2. Number of Full Time Jobs filled during the past year: 4**
Recruitment source for Full Time Jobs filled:
Account Executive – April 2019 Source 8 Indeed Employment Website
Account Executive – July 2019 Source 8 Indeed Employment Website
Account Executive – January 2020 Source 7 On-air, Websites, Digital Media
Station Manager - January 2020 Employee Referral

A list of all supplemental recruitment activities performed during the past year, with a brief description of each activity is attached hereto. See EEO Supplemental Recruitment Activities Worksheet on Page 2.

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, 2019 and January 31, 2020:

- 1. Jobs for America's Graduates Career Fair, Kennett High School, February 8, 2019. Perry Jones, General Manager was present and gave two – fifteen minute presentations to those interested in a career in journalism and more specifically, broadcasting and answered a list of questions provided for those attending which covered how Mr. Jones chose this career, opportunities for both genders, what degree is needed for his job, does your job go through many changes, and also more detailed questions regarding monthly pay, overtime, retirement plans and opportunities for promotions.**
- 2. Southeast Missouri State University Student Orientation and Job Fair, August 20, 2019 at the Kennett Missouri campus. Those in attendance were Perry Jones, General Manager; Jeanie Graves, Sales Manager; Monte Lyons, Operations Manager; and Tad Jones, Digital Content Director. Met with new students and discussed careers in broadcasting.**
- 3. University of Missouri Delta Center Field Day and Job Fair, August 20th, 2019 in Portageville. Those in attendance were Perry Jones, General Manager; Paige Gillock, Director of Sales; and Monte Lyons, Operations Manager. Met with high school students and groups attending, discussing careers in broadcasting with a special emphasis toward agricultural and farm related programming and reporting, and sales opportunities targeting agricultural products and suppliers.**
- 4. KTMO Farm Show and Job Fair, January 27th, 2020. Held at the Kennett American Legion Building and fairgrounds. Those in attendance were Perry Jones, General Manager; Monte Lyons, Operations Manager; Paige Gillock, Director of Sales; Kendra Raines, Production Director and Tad Jones, Digital Content Director. Discussions with the general public who were visiting the Farm Show about careers and opportunities 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, as well as posting on Indeed Dot Com as well as over the air announcements and posts on the radio station websites and social media outlets. 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-FM**

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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 Northeast 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
1303 Southwest Drive, Box 509, Kennett, MO 63857 573-888-4616
8. **Indeed – Employment Recruitment Website - www.indeed.com**