

**KGBX-FM, KGMY, KSWF, KTOZ-FM, KXUS**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant-Receptionist	1-26, 28-31, 33-37, 39-44, 46-55, 57-62, 64-78, 80-86, 88-106, 108	97
Outside Account Executive	1-24, 26, 28-31, 33-37, 39-89, 91-106, 108	63
Outside Account Executive	1-10, 12-44, 46-58, 60-62, 64-78, 80-90, 92-96, 99-106, 108	38
Market Engineering Manager	1-10, 12-37, 39-44, 46-58, 60-62, 64-78, 80-90, 92-96, 99-106, 108	25
Outside Account Executive	2-4, 19, 21, 27, 34, 36-37, 39, 43, 47, 49, 51, 53, 58, 60-62, 70-73, 76, 78-79, 82, 99-100, 107-108	107

<sup>1</sup> This report was modified in September 2020 to address reporting issues.

**KGBX-FM, KGMV, KSWF, KTOZ-FM, KXUS****EEO PUBLIC FILE REPORT****October 1, 2018 - September 30, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : janetjohnson@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
2	All Access Music Group website 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	0
3	Alternative Opportunities Employment Services Inc 2626 W College Road Springfield, Missouri 65802 Phone : 417-862-1753 Url : <a href="http://www.aoinc.org">http://www.aoinc.org</a> Email : mmilleson@pfh.org M Milleson	N	0
4	Amercian Broadcasting School 712 N Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : <a href="http://radioschool.com">http://radioschool.com</a> Email : staci@radioschool.com Career Services	N	0
5	American Indian Council 310 Armour Rd, Ste 205 N. Kansas City, Missouri 64116 Phone : 816-471-4898 Email : cmolle@indiancouncil.net Fax : 1-816-471-8543 Christine Molle	N	0
6	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-880-4520 Email : ajohnson94@atu.edu Fax : 1-479-964-0863 Amanda Johnson	N	0

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7	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
8	Bellarmino College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Fax : 1-502-452-8050 Ann Zenan	N	0
9	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Fax : 1-870-248-4100 Kimberly Bigger	N	0
10	Blackburn College 700 College Ave. Carlinville, Illinois 62626 Phone : 217-854-5761 Email : career.services@blackburn.edu Sarah Stover	N	0
11	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : mba@mbaweb.org Fax : 1-314-647-1575 Kara Savio	N	0
12	Cameron University 2800 West Gore Blvd. Lawton, Oklahoma 73505 Phone : 580-581-2209 Fax : 1-580-581-2564 Jennifer Holland	N	0

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13	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Fax : 1-660-248-3469 Mark Kelty	N	0
14	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Fax : 1-660-543-4668 Theresa Alewel	N	0
15	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Fax : 1-773-995-2329 Abdule Mahdi	N	0
16	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
17	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-690-3246 Ron Martin	N	0
18	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Fax : 1-708-209-3176 Dan Walther	N	0

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19	Department of Veterans Affairs 400 S 18th St St Louis, Missouri 63103 Phone : 800-827-1000 Url : <a href="http://www.va.gov">http://www.va.gov</a> Veronica Bean Manual Posting	N	0
20	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : <a href="mailto:Dylan.minor@ded.mo.gov">Dylan.minor@ded.mo.gov</a> Fax : 1-573-526-3494 Dylan Minor	N	0
21	Drury Career Center 900 N Benton Springfield, Missouri 65802 Phone : 417-873-7284 Url : <a href="http://www.drury.edu/section/section">http://www.drury.edu/section/section</a> Tina Moore Manual Posting	N	0
22	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Fax : 1-417-873-7808 Tina Moore	N	0
23	Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : <a href="http://www.jobsrv.eiu.edu">www.jobsrv.eiu.edu</a> Email : <a href="mailto:jastevens2@eiu.edu">jastevens2@eiu.edu</a> Jan Stevens	N	0
24	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Annett Coduto	N	0
25	Employee Referral	N	3

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26	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Fax : 1-309-467-6437 Connie Redmon	N	0
27	Everest College 1010 W Sunshine Springfield, Missouri 65807 Phone : 417-864-7220 Url : <a href="http://www.everest.edu/campus/springfield">http://www.everest.edu/campus/springfield</a> Email : trisha.litell@zenith.org Fax : 1-417-864-5697 Trisha Litell	N	0
28	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Fax : 1-708-534-1173 Robbye Peppers	N	0
29	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Fax : 1-515-263-2824 Jim Auther	N	0
30	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Email : mba@mbaweb.org Fax : 1-641-269-4508 Maryls Upah	N	0
31	Hannibal-Lagrange College 2800 Palmyer Road Hannibal, Missouri 63401 Phone : 573-221-3675 Fax : 1-573-221-6594 Dr. Karry Richardson	N	0

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32	Harding University Main Campus PO Box 12243 Searcy, Arkansas 72149 Phone : 501-279-4454 Email : boersma@harding.edu Fax : 1-501-279-4122 Deb Bashaw	N	0
33	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Fax : 1-314-340-3389 Wanda McNeal	N	0
34	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-421-7608 Url : kcindiancenter.org Fax : 1-816-421-6493 Career Services	N	0
35	Henderson State University 100 Henderson Street; Box 772 Arkadelphia, Arkansas 71923 Phone : 870-230-5295 Fax : 1-870-230-5336 Jessica Garrison	N	0
36	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
37	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
38	Indeed.com - Not Directly Contacted by SEU	N	1

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39	Internal Posting 1856 S Glenstone Ave Springfield, Missouri Justin Fuehne Manual Posting	N	0
40	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
41	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Fax : 1-479-524-7221 Dan Noyes	N	0
42	Kentucky State University 400 East Main Street Frankfort , Kentucky 40601 Phone : 502-597-5948 Fax : 1-502-597-6699 Veleria Shavers	N	0
43	Lakes Country Rehabilitation Center PO Box 1277 Springfield, Missouri 65801 Phone : 417-862-1753 Url : <a href="http://www.lakescountry.org">http://www.lakescountry.org</a> Fax : 1-417-864-7981 Career Services	N	0
44	Lindsey Wilson College 210 Lidsey Wilson Street Columbia , Kentucky 42728 Phone : 270-384-8065 Email : careerservices@lindsey.edu Fax : 1-270-384-8434 Amy Wells	N	0
45	LinkedIn-Not directly contacted by SEU	N	2



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46	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Fax : 1-563-588-7371 Bobbi Martin	N	0
47	Mid-American All-Indian Center 650 N Seneca Wichita, Kansas 67203 Phone : 316-350-3340 Url : <a href="http://www.theindiancenter.org">http://www.theindiancenter.org</a> John Hawkins-Pyles Manual Posting	N	0
48	Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : <a href="mailto:career-center@millikin.edu">career-center@millikin.edu</a> Pam Haru	N	0
49	Missouri Broadcast Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : (573) 636-6692 Url : <a href="http://www.mbaweb.org/">http://www.mbaweb.org/</a> Email : <a href="mailto:THarper@mbaweb.org">THarper@mbaweb.org</a> Terry Harper	N	0
50	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> Fax : 1-573-634-8258 Terry Harper	N	0
51	Missouri Career Center 2900 E. Sunshine St. Springfield , Missouri 65804 Phone : 417-841-1897 Email : <a href="mailto:sschembri@springfieldmo.gov">sschembri@springfieldmo.gov</a> Fax : 1-417-888-4076 Sheila Schembri	Y	0

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52	Missouri School of Journalism, Career Services 215 A Reynolds Journalism Institute University of Missouri Columbia, Missouri 65211 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
53	Missouri School of Journalism, Career Services 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : journalism@missouri.edu Fax : 1-573-884-5400 Barbara Willis	Y	0
54	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : . Email : hirealion@mssu.edu Career Services	N	0
55	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4080 Brie Dittmer	N	0
56	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Fax : 1-309-457-2363 Mindy Damewood	N	0
57	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Fax : 1-319-363-7543 Barb Mussman	N	0

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58	MSU Affirmative Action Office PCOB Suite 111 901 S National Springfield, Missouri 65897 Phone : 417-836-4252 Url : <a href="http://www.missouristate.edu/equity">http://www.missouristate.edu/equity</a> Career Services Manual Posting	N	0
59	NAACP 8 West 26th Street Careers Baltimore, Maryland 21218 Phone : 410-366-3300 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-410-366-3304 G.I. Johnson	N	0
60	NAACP - Kansas City MO Branch 1601 E 18th Street Suite 212 Kansas City, Missouri 64108 Phone : 816-421-1191 Url : <a href="http://www.naacpkcmo.org">http://www.naacpkcmo.org</a> Email : <a href="mailto:naacpkcmo@sbcglobal.net">naacpkcmo@sbcglobal.net</a> Fax : 1-816-421-4939 Career Services	N	0
61	NAACP - Springfield MO Branch P.O. Box 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : <a href="http://naacpspringfieldmo.org">http://naacpspringfieldmo.org</a> Email : <a href="mailto:info@naacpspringfieldmo.org">info@naacpspringfieldmo.org</a> Carol Moncrief	N	0
62	News-Leader 651 N Boonville Springfield, Missouri 65806 Phone : 417-836-1100 Url : <a href="http://www.news-leader.com">http://www.news-leader.com</a> Email : <a href="mailto:ahelmbrech@gannett.com">ahelmbrech@gannett.com</a> Fax : 1-317-444-2513 Career Services	N	0
63	Non-Employee Referral	N	1

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64	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Phone : 918-456-5511 Email : placement@nsuok.edu Fax : 1-918-458-2114 Gayle Anderson	N	0
65	Northern Oklahoma College 100 South University Avenue Enid, Oklahoma 73701 Phone : 580-548-2327 Fax : 1-580-548-2218 Boomer Appleman	N	0
66	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Fax : 1-712-707-7404 Bill Minnick	N	0
67	Northwestern State University 709 Oklahoma Blvd. Alva, Oklahoma 73717 Phone : 580-327-8435 Email : career@nwosu.edu Fax : 1-580-327-8413 Shaena Curry	N	0
68	North Kentucky University UC 230, Nunn Drive Highland Heights, Kentucky 41099 Phone : 859-572-5680 Email : cdc@nku.edu Fax : 1-859-572-6996 Karen Chinetti	N	0
69	Oklahoma State University Main Campus 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-3473 Email : careers@okstate.edu Fax : 1-405-744-9954 Barry Fuxa	N	0

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70	On Air Announcements - (one or more SEU stations) 1856 S Glenstone Ave. Springfield, Missouri Justin Fuehne Manual Posting	N	0
71	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : <a href="http://www.ocanational.org">http://www.ocanational.org</a> Email : <a href="mailto:oca@ocanational.org">oca@ocanational.org</a> Fax : 1-202-296-0540 Career Services	N	0
72	OSU School of Journalism & Broadcasting 206 Paul Miller Building Oklahoma State University Stillwater, Oklahoma 74075 Phone : 405-744-6354 Url : <a href="http://journalism.okstate.edu">http://journalism.okstate.edu</a> Email : <a href="mailto:smscmedia@okstate.edu">smscmedia@okstate.edu</a> Fax : 1-405-744-7104 Career Services	N	0
73	OTC Career Employment Services 1001 E Chestnut Expwy Springfield, Missouri 65802 Phone : 417-447-6964 Url : Post online: <a href="http://www.collegecentral.com/otc">www.collegecentral.com/otc</a> Fax : 1-417-447-6962 Kathy Christy	N	0
74	Ottawa University 1001 South Cedar Street Ottawa, Kansas 66067 Phone : 785-242-5200 Fax : 1-785-229-1017 Susan Webb	N	0
75	Phlander Smith College 812 West 13th Street Little Rock, Arkansas 72202 Phone : 501-370-5316 Fax : 1-501-370-5299 Alvin Anglin	N	0

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76	Rehabilitation Services for the Blind 149 Park Central Square Springfield, Missouri 65806 Phone : 417-895-6386 Url : <a href="http://www.dss.mo.gov/fsd/rsb">http://www.dss.mo.gov/fsd/rsb</a> Fax : 1-417-895-6392 Mark Laird	N	0
77	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Email : <a href="mailto:careerdevelopment@siue.edu">careerdevelopment@siue.edu</a> Fax : 1-618-650-3656 Susan Seibert	N	0
78	Southwest Center for Independent Living 2864 S Nettleton Springfield, Missouri 65807 Phone : 417-886-1188 Url : <a href="http://www.swcil.org">http://www.swcil.org</a> Fax : 1-417-886-3619 Career Services	N	0
79	Southwest Missouri Indian Center 543 S Scenic Ave Springfield, Missouri 65802 Phone : 417-869-9550 Url : <a href="http://swmoindiancenter.com">http://swmoindiancenter.com</a> Fax : 1-417-869-0922 Ken Estes	N	0
80	Southwestern Oklahoma State University 100 Camus Drive Weatherford, Oklahoma 73096 Phone : 580-774-3233 Fax : 1-580-774-7102 Kim Liebscher	N	0
81	Spalding University 851 South Fourth Street Louisville, Kentucky 40203 Phone : 502-585-9911 Fax : 1-502-588-7170 Connie Holland	N	0

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82	Springfield Area Chamber of Commerce PO Box 1687 Springfield, Missouri 65801 Phone : 417-862-5567 Url : <a href="http://www.springfieldchamber.com">http://www.springfieldchamber.com</a> Fax : 1-417-862-1611 Career Services	N	0
83	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Fax : 1-563-333-6243 Jennifer Timmon	N	0
84	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 Scott Plowman	N	0
85	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3121 Email : <a href="mailto:sydneyfountain@tabor.edu">sydneyfountain@tabor.edu</a> Sydney Fountain	N	0
86	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : <a href="mailto:styler@urbanleague.stl.org">styler@urbanleague.stl.org</a> Fax : 1-314-531-7462 Sidney Tyler	N	0
87	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-341-5800 Fax : 1-859-344-3607 Renee Noel	N	0

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88	Transylvania University 300 North Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Fax : 1-859-233-8785 Susan Rayer	N	0
89	Tri-County Urban League 317 South McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 Annie Gordon	N	0
90	University of Arkansas Monticello PO Box 3548 Monticello, Arkansas 71656 Phone : 870-460-1454 Fax : 1-870-460-1354 Laura Hughes	N	0
91	University of Central Oklahoma 100 North University Drive Edmond, Oklahoma 73034 Phone : 405-974-3346 Email : careers@ucok.edu Fax : 1-405-974-3826 Shannon Wilguess	N	0
92	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Fax : 1-563-589-3419 Deb Clarke	N	0
93	University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis, Missouri 63121 Phone : 314-516-5100 Fax : 1-314-516-6535 Emily Mceneny	N	0



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94	University of Saint Mary 4100 South 4th Street Leavenworth, Kansas 66048 Phone : 913-758-6142 Fax : 1-913-758-6313 Priscilla McLean	N	0
95	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
96	University of Tulsa 600 South College Tulsa, Oklahoma 74104 Phone : 918-631-2896 Email : career-services@utulsa.edu Sherri Alexander	N	0
97	Unknown (source not adequately identified upon inquiry by SEU)	N	7
98	Unversity of Missouri-Rolla 1870 Miner Circle/303 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4254 Email : mba@mbaweb.org Fax : 1-573-341-4253 LeAnn Morton	N	0
99	Urban League of of Greater Kansas City 1710 Paseo Blvd Kansas City, Missouri 64108 Phone : 816-471-0550 Url : <a href="http://www.ulkc.org">http://www.ulkc.org</a> Fax : 1-816-471-3064 Career Services	N	0
100	Veterans Assistance Commission 157 N Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-692-7040 Url : <a href="http://www.co.madison.il.us/Veterans">http://www.co.madison.il.us/Veterans</a> Career Services Manual Posting	N	0

**KGBX-FM, KGMV, KSWF, KTOZ-FM, KXUS****EEO PUBLIC FILE REPORT****October 1, 2018 - September 30, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
101	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Fax : 1-319-352-8365 Derek Solheim	N	0
102	Washburn University of Topeka 1700 Southwest College Ave. Topeka, Kansas 66621 Phone : 785-231-1010 Email : career-services@washburn.edu Fax : 1-785-232-2397 Career Services	N	0
103	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Fax : 1-314-935-5905 Mark Smith	N	0
104	Western Kentucky University One Big Red Way Bowling Green , Kentucky 42101 Phone : 270-745-3095 Email : dan.onitsuka@wku.edu Dan Onitsuka	N	0
105	Wheaton College 501 College Ave. Wheaton , Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Jared Abuhl	N	0
106	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : careerdevelopment@william.jewell.edu Marissa Bland	N	0
107	Word of Mouth Referral	N	1

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<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>
108	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>15</b>

**KGBX-FM, KGMY, KSWF, KTOZ-FM, KXUS****EEO PUBLIC FILE REPORT****October 1, 2018 - September 30, 2019****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	11/20/2018	Participation in events or programs sponsored by educational institutions	Our SEU collaborated with Nixa Junior High to allow a student to shadow our morning show, production department, promotions/sales department. The student got hands-on experience by participating in the live morning show broadcast, touring the production studio and learning about commercial production, and learning about how the sales and promotions departments work together to create revenue opportunities. The student also had the opportunity to ask questions about careers in radio.	3	Director of Promotions Market President Operations Manager
2	11/20/2018	Participation in events or programs sponsored by educational institutions	Our SEU collaborated with Nixa Junior High to allow a student to shadow our morning show, production department, promotions/sales department. The student got hands-on experience by participating in the live morning show broadcast, touring the production studio and learning about commercial production, and learning about how the sales and promotions departments work together to create revenue opportunities. The student also had the opportunity to ask questions about careers in radio.	3	Director of Promotions Market President Operations Manager
3	1/27/2019	Participation in events or programs sponsored by educational institutions	Our SEU Promotions Director was invited to speak with the Missouri State University Fashion Show Production Department about the many facets of her job as the Promotions Director as well as the event planning side of the Radio business specifically. She provide students with details about her role in the event planning and marketing for iHeartMedia and the KGBX Women's Show with a question and answer session following the presentation.	1	Promotion Director

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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>
4	1/27/2019	Participation in events or programs sponsored by educational institutions	Our SEU collaborated with the GO Capps Program to allow a student to shadow our morning show, production department, promotions/sales department. The student got hands-on experience by participating in the live morning show broadcast, touring the production studio and learning about commercial production, and learning about how the sales and promotions departments work together to create revenue opportunities. The student also had the opportunity to ask questions about careers in radio.	1	Promotion Director
5	2/12/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Missouri State University Speed Networking Event in Springfield MO. Station participants included our Market President who spent 5 minutes each with multiple participants answering questions about careers in the radio industry and his role as a professional and leader in the business.	1	Market President
6	2/23/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted the KGBX Women's Show at the Ozark Empire Fairgrounds Indoor Arena in Springfield. Our Promotions Director is the event coordinator for this major community event and partnered with the MSU Fashion Show Production Department to produce the show. Students were provided with hands on experience with the event planning arm of the radio business by assisting our Promotions Director with planning and execution of the event. This learning opportunity has become part of the class curriculum each spring.	1	Promotions Director

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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>
7	2/27/2019	Participation in Job Fairs	Our SEU participated in the Missouri State University Career Expo in Springfield MO. Station participants included the Market President and the Director of Promotions who discussed careers in radio with attendees, handed out flyers directing attendees to apply online for open sales positions and provided information about our iHeartMedia Springfield stations.	2	Market President Director of Promotions
8	2/27/2019	Participation in events or programs sponsored by educational institutions	Our SEU's Market President participated in Mock Interviews at Marshfield High School. After the interview, the students had the opportunity to ask questions about careers in radio.	1	Market President
9	9/27/2019	Provision of training to management	In Sep 2019, one of our managers took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	4	Market President Sales Manager SVPP Promotion Director