

KGBX-FM, KGMY, KSWF, KTOZ-FM, KXUS
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Outside Account Executive	1-17, 19-25, 27-30	29
Program Director	1-23, 25-28, 30	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group website 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Career Services Manual Posting	N	3
2	Alternative Opportunities Employment Services Inc 2626 W College Road Springfield, Missouri 65802 Phone : 417-862-1753 Url : http://www.aoinc.org Email : mmilleson@pfh.org M Milleson	N	0
3	Amercian Broadcasting School 712 N Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : http://radioschool.com Email : staci@radioschool.com Career Services	N	0
4	Department of Veterans Affairs 400 S 18th St St Louis, Missouri 63103 Phone : 800-827-1000 Url : http://www.va.gov Veronica Bean Manual Posting	N	0
5	Drury Career Center 900 N Benton Springfield, Missouri 65802 Phone : 417-873-7284 Url : http://www.drury.edu/section/section Tina Moore Manual Posting	N	0
6	Everest College 1010 W Sunshine Springfield, Missouri 65807 Phone : 417-864-7220 Url : http://www.everest.edu/campus/springfield Email : trisha.litell@zenith.org Fax : 1-417-864-5697 Trisha Litell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	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
9	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
10	Internal Posting 1856 S Glenstone Ave Springfield, Missouri Justin Fuehne Manual Posting	N	1
11	Lakes Country Rehabilitation Center PO Box 1277 Springfield, Missouri 65801 Phone : 417-862-1753 Url : http://www.lakescountry.org Fax : 1-417-864-7981 Career Services	N	0
12	Mid-American All-Indian Center 650 N Seneca Wichita, Kansas 67203 Phone : 316-350-3340 Url : http://www.theindiancenter.org John Hawkins-Pyles Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Missouri Broadcast Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : (573) 636-6692 Url : http://www.mbaweb.org/ Email : THarper@mbaweb.org Terry Harper	N	0
14	Missouri Career Center 2900 E. Sunshine St. Springfield , Missouri 65804 Phone : 417-841-1897 Email : sschembri@springfieldmo.gov Fax : 1-417-888-4076 Sheila Schembri	Y	0
15	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
16	MSU Affirmative Action Office PCOB Suite 111 901 S National Springfield, Missouri 65897 Phone : 417-836-4252 Url : http://www.missouristate.edu/equity Career Services Manual Posting	N	0
17	NAACP - Kansas City MO Branch 1601 E 18th Street Suite 212 Kansas City, Missouri 64108 Phone : 816-421-1191 Url : http://www.naacpkcmo.org Email : naacpkcmo@sbcglobal.net Fax : 1-816-421-4939 Career Services	N	0
18	NAACP - Springfield MO Branch P.O. Box 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : http://naacpspringfieldmo.org Email : info@naacpspringfieldmo.org Carol Moncrief	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	News-Leader 651 N Boonville Springfield, Missouri 65806 Phone : 417-836-1100 Url : http://www.news-leader.com Email : ahelmbrech@gannett.com Fax : 1-317-444-2513 Career Services	N	0
20	On Air Announcements - (one or more SEU stations) 1856 S Glenstone Ave. Springfield, Missouri Justin Fuehne Manual Posting	N	0
21	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : http://www.ocanational.org Email : oca@ocanational.org Fax : 1-202-296-0540 Career Services	N	0
22	OSU School of Journalism & Broadcasting 206 Paul Miller Building Oklahoma State University Stillwater, Oklahoma 74075 Phone : 405-744-6354 Url : http://journalism.okstate.edu Email : smscmedia@okstate.edu Fax : 1-405-744-7104 Career Services	N	0
23	OTC Career Employment Services 1001 E Chestnut Expwy Springfield, Missouri 65802 Phone : 417-447-6964 Url : Post online: www.collegecentral.com/otc Fax : 1-417-447-6962 Kathy Christy	N	0
24	Rehabilitation Services for the Blind 149 Park Central Square Springfield, Missouri 65806 Phone : 417-895-6386 Url : http://www.dss.mo.gov/fsd/rsb Fax : 1-417-895-6392 Mark Laird	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Southwest Center for Independent Living 2864 S Nettleton Springfield, Missouri 65807 Phone : 417-886-1188 Url : http://www.swcil.org Fax : 1-417-886-3619 Career Services	N	0
26	Springfield Area Chamber of Commerce PO Box 1687 Springfield, Missouri 65801 Phone : 417-862-5567 Url : http://www.springfieldchamber.com Fax : 1-417-862-1611 Career Services	N	0
27	Urban League of of Greater Kansas City 1710 Paseo Blvd Kansas City, Missouri 64108 Phone : 816-471-0550 Url : http://www.ulkc.org Fax : 1-816-471-3064 Career Services	N	0
28	Veterans Assistance Commission 157 N Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-692-7040 Url : http://www.co.madison.il.us/Veterans Career Services Manual Posting	N	0
29	Word of Mouth Referral	N	1
30	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/8/2019	Participation in events or programs sponsored by educational institutions	Our SEU collaborated with Missouri State University to allow a student to shadow our Engineer. The student received hands on experience by visiting station tower sites and learning about the technology behind the broadcast.	1	Engineer
2	1/30/2020	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	Promotions Director
3	2/22/2020	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	Promotion Director
4	2/26/2020	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
5	9/15/2020	Provision of training to management	In Sep 2020, 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.	1	Finance Director