

## **EEO Narrative MRR License, LLC**

MRR License, LLC is the licensee of the following stations, which are part of the same employment unit: KEZS-FM, KZIM(AM), KGIR(AM), KCGQ-FM, KGKS(FM), and KSIM(AM). MRR License achieves broad and inclusive outreach by recruiting widely for vacancies and engaging in various outreach and recruitment activities. The recruitment sources MRR License uses to fill vacancies include but are not limited to: NAACP, Indeed.com, Society of Professional Journalists, National Urban League of Central Carolinas, Missouri State University, Southeast Illinois University Carbondale, University of Missouri - St. Louis, and internal postings.

Throughout the year, MRR License participates in job fairs sponsored by local high schools and colleges, including Woodland High School and Southeast Missouri State University. Station staff and leadership attend the job fairs to speak to students, provide an introduction to radio as a career, disseminate information about the stations, distribute media kits, and answer participant questions.

MRR License also hosts an internship program where participants have opportunities to learn on the job. Past interns have focused on creating podcast content for all stations, organizing and executing station promotions, music scheduling, station programming, and learning about daily activities of radio personnel.

Station staff also participate in events and programs sponsored by educational institutions to provide information on career opportunities in broadcasting. The events range from speaking with grade school students about working at a radio station to presenting to high school students and Mass Communications college students about day-to-day radio operations, breaking into radio as a career, and the social impact the stations play on the community. Staff also provide regular tours of the stations for students and community groups, including: local chambers of commerce, Lions Club, and scout troops.

MRR employees also have opportunities to receive training to help them qualify for higher-level jobs and to promote diversity and prevent discrimination and harassment. Trainings in the past have focused on developing leadership skills, interviewing skills, and making the right hiring decisions.