

**EEO Narrative Statement**

**Zimmer Midwest  
Communications, Inc.**

<b>KWTO-FM</b>	63339	Springfield	MO
<b>KWTO</b>	35900	Springfield	MO
<b>KTXR</b>	35901	Springfield	MO
<b>KBFL</b>	17022	Springfield	MO
<b>KBFL-FM</b>	33654	Buffalo	MO

Zimmer Midwest Communications, Inc. (“Zimmer Midwest”) began programming the stations on July 1, 2020 and closed on its purchase of the stations on September 30, 2020. As a result, this report covers only the period from July 1 through September 30, 2020.

Zimmer Midwest is an equal opportunity employer. Zimmer Midwest does not discriminate on the basis of race, gender, national origin, color, or religion.

Despite the short duration of this report, Zimmer Midwest believes that its efforts have met the EEO requirements set forth by the FCC to achieve broad and inclusive outreach for stations. As vacancies come open they are being posted on-line through on-line agencies. Notices of job openings are also being faxed to the list of state recruitment agencies listed on the EEO1 source website, as well as recruitment through on-air ads as needed.

Zimmer Midwest has participated in a number outreach activities over the term of this report as detailed in the Annual EEO Report attached to this EEO Program Report (FCC Form 2100 – Schedule 396).