

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018-September 30, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On Air Announcer	1-28	13
Account Executive	1-28	13
Account Executive	1-28	13
On Air Announcer	1-28	11
Account Executive	1-28	13
Account Executive	1-28	13
Account Executive – Inside Sales	1-28	11

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/jobs/">www.alphamediausa.com/jobs/</a>	N	14
2	<b>American Business Women’s Association</b> 2834 Roanoke Springfield, MO 65807 PH 417-883-2259 Contact: Donnie Harris <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a>	N	0
3	<b>American Federation of Television and Radio Artists</b> 1310 Papin, #103 St Louis, MO Contact: Career Service Fax 314-231-8412	N	0
4	<b>American Southwest Missouri Indian Center</b> 543 S Scenic Ave Springfield, MO 65802 PH 417-869-9550 Contact: Ken Estes	N	0
5	<b>Army Community Service</b> 486 Replacement Avenue, Building 486 Ft Leonard Wood, MO 65473 PH 573-596-0212 <a href="mailto:daniel.a.danzo.civ@mail.mil">daniel.a.danzo.civ@mail.mil</a> Contact: Daniel Danzo	N	0
6	<b>Broadcast Center</b> 2360 Hampton Avenue St Louis, MO 63139 <a href="mailto:placement@broadcastcenterinfo.com">placement@broadcastcenterinfo.com</a> Contact: Don Golaszewski	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Career Placement Office</b> <b>University of Missouri / Kansas City</b> Kansas City, MO 63139 PH 314-647-8181 <a href="http://careerexec.com">http://careerexec.com</a> <a href="mailto:info@careerexec.com">info@careerexec.com</a> Fax 816-123-1234 Contact: Recruitment Clerk	N	0
8	<b>College of the Ozarks</b> PO Box 17 Point Lookout, MO 65726 <a href="mailto:career@cofo.edu">career@cofo.edu</a> Contact: Jim Freeman	N	0
9	<b>Facebook Jobs</b>	N	3
10	<b>Columbia College</b> 3900 Highway D Lake Ozark, MO 65049 <a href="mailto:rajamerson@ccis.edu">rajamerson@ccis.edu</a> Contact: Rayhan Jamerson	N	0
11	<b>Word-of-Mouth Referral</b>	N	2
12	<b>Grupo Latino Americano</b> 918 E. Calhoun St Springfield, MO 65802 <a href="mailto:Grupolantino417@hotmail.com">Grupolantino417@hotmail.com</a> Phone 417-868-1348 Contact: Yolanda Lorge	N	0
13	<b>Indeed Website</b> ( <i>automated posting from Alpha Media careers website</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	18
14	<b>Lebanon Area Chamber of Commerce</b> 186 N. Adams Lebanon, MO 65536 417-588-3256 <a href="mailto:Darrell@lebanonmissouri.com">Darrell@lebanonmissouri.com</a> Contact: Darrell Pollock	N	0
15	<b>Lincoln University</b> 820 Chestnut Street Jefferson City, MO 65101 PH 573-681-5167 Fax 573-681-5165 <a href="mailto:meyerj@lincolnu.edu">meyerj@lincolnu.edu</a> Contact: John Meyer	N	0

<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>
16	<b>Missouri Broadcasters Association</b> 1025 Northeast Drive Jefferson City, MO 65109 PH 573-636-6692 <a href="http://www.careerpage.org">www.careerpage.org</a> <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Contact: Mark Gordon	N	0
17	<b>Missouri Jobs Center</b> <i>(and related recruitment events)</i> 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 <a href="https://jobs.mo.gov">https://jobs.mo.gov</a> Contact: Dianna Perry	N	3
18	<b>Missouri School of Journalism</b> 76 Gannett Hall Columbia, MO 65211 PH 573-882-0373 <a href="mailto:career@missouri.edu">career@missouri.edu</a> Contact: Career Services	N	0
19	<b>Missouri Science and Technology</b> 1870 Miner Circle Rolla, MO 65401 PH 417-341-4951 <a href="mailto:kapeller@mst.edu">kapeller@mst.edu</a> Contact: Colleen Kapeller	N	0
20	<b>My Ozarks On Line</b> PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 <a href="http://www.myozarksonline.com">http://www.myozarksonline.com</a> Contact: Mike Edwards	N	2
21	<b>NAACP</b> 104 Opal Street St. Robert, MO 65584 PH 573-336-1271 <a href="mailto:carl.grandberry@yahoo.com">carl.grandberry@yahoo.com</a> Contact: Carl Granberry	N	0
22	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	0

<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>
23	<b>Ozark Technical College</b> 22360 Highway MM Lebanon, MO 65536 PH 417-447-8932 <a href="mailto:Lebanon@otc.com">Lebanon@otc.com</a>	N	0
24	<b>SBU – Mt. View Campus</b> Career Services, 162 East First Street Mt View, MO 65548 PH 417-934-2999 <a href="mailto:paularaney@sbuniv.edu">paularaney@sbuniv.edu</a> Fax 417-934-1543 Contact: Paula Raney	N	0
25	<b>SMSU – West Plains</b> Career Center, 128 Garfield West Plains, MO 65775 PH 417-255-7230 Fax 417-255-7231 Contact: Jay Gentry	N	0
26	<b>Walk-In/Self-Referral</b>	N	1
27	<b>William Jewel College</b> 500 College Hill WJC Box 1058 Liberty, MO 64068 PH 816-781-7700 <a href="mailto:blandm@william.jewell.edu">blandm@william.jewell.edu</a> Contact: Marissa Bland	N	0
28	<b>Women's Empowerment Network</b> 920 Main, Suite 100 Kansas City, MO 64105 PH 816-822-8083 Fax 816-822-8607 <a href="mailto:tbomar@kcwen.org">tbomar@kcwen.org</a> Contact: Tonia Bomar	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>43</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On December 7, 2018, our Market Manager participated in a webinar regarding the FCC's EEO rules sponsored by the Missouri Broadcasters Association, Colorado Broadcasters Association and New Jersey Broadcasters Association with staff from the law firm of Fletcher, Heald & Hildreth.
<b>2.</b>	Internship program	During December 2018, our SEU hosted an intern from the Central Region Workforce Development Board Youth 180. The intern was supervised by our SEU's News Director and, through the program, learned about the skills necessary to succeed in news reporting and on-air announcing.
<b>3</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 13, 2019, our SEU participated in a career day at Missouri State University. SEU participants included representatives from our sales and programming departments, who spoke with students regarding careers in broadcasting.
<b>4</b>	Sponsorship of event in the community designed to increase public awareness as to employment opportunities in broadcasting	On August 27, 2019, our SEU held an open recruitment event at the Missouri Job Center in Lebanon, MO. The Job Center distributed flyers and posted announcements on its website to promote the event. Our SEU also announced the event on KJEL-FM's weekly jobs program. Our Market Manager represented the SEU, and conducted interviews for various Account Representative roles.
<b>5</b>	Participate in Job Fair	On September 14, 2019, our SEU participated in the Lebanon Chamber of Commerce Business Expo and Job Fair at the Lebanon, Missouri Civic Center. SEU participants included Sales Managers as well as other members of our sales and news staff, who shared information with attendees about career opportunities in broadcasting as well as openings within the SEU.