

## **NARRATIVE STATEMENT**

This Report is being submitted at the request of the staff of the Commission as a result of the staff's review of the September 29, 2020 Schedule 396 ("EEO Program Report Form 396") filed for FM Stations KLOZ, Eldon, Missouri (Fac ID No. 8676), KQUL, Lake Ozark, Missouri (Fac ID No. 55671), KPOW-FM, La Monte, Missouri (Fac ID No. 78321) and AM Station KDRO, Sedalia, Missouri (Fac ID No. 40662) (the "Stations" or, individually, the "Station"), in which the FCC staff found certain inadequacies. During the period covered by the EEO Program Report, the Stations operated in the same station employment unit or SEU.

The purpose of this Report is to provide information required by the Commission's rules which had been missing from the Stations' 2019 EEO Public File Report and to provide to the Commission the Stations' 2020 EEO Public File Report which had been inadvertently omitted from the EEO Program Report Form 396. Therefore, attached hereto is a copy of the Stations' fully - completed 2019 EEO Public File Report and the Stations' 2020 EEO Public File Report, both of which have also been uploaded to each Station's FCC-hosted online public inspection file. In addition, this is to advise the Commission that the Stations' 2021 and 2022 EEO Public File Reports have been posted to each Station's FCC-hosted online public inspection file and the 2022 EEO Public File Report has been posted on each Station's website.

As reflected in the attached EEO Public File Reports, during the period covered by the 2019 and 2020 Reports, the Stations have had only three full-time job openings for which a number of recruitment sources were used to fill the openings, including, the University of Central Missouri in Warrensburg, Stations' on-air advertisements, employee referrals and "Indeed" website posts.

In addition, the stations' staff have participated in a number of outreach efforts extended to their own workforce and to the general public in order to help their own personnel pursue broadcasting careers and to attract others in the community to enter into such careers. Specifically, the Stations' part-time staff have participated in training sessions to enable promotions to full-time positions, the Stations have sponsored booths at local festivals for job recruitment purposes and one of the Station's Program Directors spoke at a local upper elementary school describing and encouraging careers in radio news, announcing and sales.