

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL(FM), KJPW(AM), KOZQ-FM  
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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-27	13
Account Executive	1-27	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>All Access</b> Allaccess.com	N	0
2	<b>Alpha Media Careers Website</b> www.alphamediausa.com/jobs/	N	0
3	<b>American Business Women’s Association</b> 2834 Roanoke Springfield, MO 65807 PH 417-883-2259 Contact: Donnie Harris mba@mbaweb.org	N	0
4	<b>American Federation of Television and Radio Artists</b> 1310 Papin, #103 St Louis, MO Contact: Career Service Fax 314-231-8412	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
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	2
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	1
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> <a href="http://www.indeed.com">www.indeed.com</a>	N	6
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	1
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
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	2
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	0
21	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
22	<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
23	<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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	<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
25	<b>Walk-In/Self-Referral</b>	N	0
26	<b>William Jewel College</b> 500 College Hill WJC Box 1058 Liberty, MO 64068 PH 816-781-7700 <a href="mailto:blandm@williamjewell.edu">blandm@williamjewell.edu</a> Contact: Marissa Bland	N	0
27	<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>12</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 October 9, 2019, this SEU's Market Manager took part in a training webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media," presented by Alpha Media's communications counsel, Wiley Rein LLP
<b>2.</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 5, 2019, this SEU's Market Manager was a presenter at the Waynesville High School, Missouri Career Center, "Career Education Day". The Market Manager met one-on-one with over 48 students with a career interest in broadcast-related fields. The Market Manager explained opportunities and potential career advancements.
<b>3</b>	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On December 3, 2019, this SEU's Market Manager participated in a webinar presented by attorneys from Pillsbury's Communications Labor & Employment Practices division to learn about new federal wage and hour laws and their implementation. The webinar was arranged by the National Alliance of State Broadcast Associations.