

KAAN(AM), KAAN-FM, KKWK(FM), KMRN(AM)
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-46	45
On-Air Personality	1-46	2
Inside Sales Rep	1-46	2
Administrative Assistant	1-46	45

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albany R-III High School 101 W Jefferson Albany, Missouri 64402 Alan Gottula Phone: 660-726-3911 E-Mail: agottula@albany.k12.us	No	0
2	Alpha Media Careers Website www.alphamediausa.com/careers	No	6
3	Broadcast Center 2360 Hampton Ave St. Louis, Missouri 63139 Career Counselor Phone: 314-647-8181	No	0
4	Cameron Professional Women Org 123 W 3rd St Cameron, Missouri 64429 Donna McKinney Phone: 816-632-6161	No	0
5	Cameron R-2 High School 1022 S Chestnut Cameron, Missouri 64429 Lisa Pruitt Phone: 816-632-2129 E-Mail: lpruitt@cameronschools.org Geoff Heckman Phone: 816-632-2129 E-Mail: gheckman@cameronschools.org	No	0
6	Cameron University Ross Hall 225 2800 W Gore Blvd Lawton, Oklahoma 73505 Jordan Scribner Phone: 580-581-6769 E-Mail: hirecameronaggies@cameron.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	College of the Ozarks 100 Opportunity Ave Point Lookout, Missouri 65726 Courtney Weibel Phone: 800-222-0525 E-Mail: career@cofo.edu	No	0
8	Community Action Agency 117 S 16th St Unionville, Missouri 63565 Career Counselor Phone: 660-947-2471	No	0
9	Community Action Agency 101 East Second St Milan, Missouri 63556 Career Counselor Phone: 660-265-4510	No	0
10	Eastern Kentucky University 521 Lancaster Ave CPO 62 Room 468 Richmond, Kentucky 40475 Career Counselor Phone: 859-622-1296 E-Mail: career@eku.edu	No	0
11	Elmhurst College 190 Prospect Ave Elmhurst, Illinois 60126 Annette Coduto Phone: 630-617-3190 E-Mail: cpeinfo@elmhurst.edu	No	0
12	Emporia State University Campus Box 4014 1200 Commercial Emporia, Kansas 66801 Career Counselor Phone: 620-341-5407 E-Mail: career@emporia.edu	No	0
13	Fort Hays State University 600 Park St Hays, Kansas 67601 Dan Rice Phone: 785-628-4260 E-Mail: careers@fhsu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Green Hills Workforce 1213 Malde St Trenton, Missouri-65683 Career Counselor Phone: 660-359-3533	No	0
15	Harding University 2243 HU Box 1 915 E Market Ave Searcy, Arkansas 72149 Career Counselor Phone: 501-279-4454 E-Mail: careercenter@harding.edu	No	0
16	Indeed.com	No	6
17	Iowa Central Community College One Triton Circle Fort Dodge, Iowa 50501 Career Counselor Phone: 515-574-1910 E-Mail: careerservices@iowacentral.edu	No	0
18	Kansas State University 100 Holtz Hall Manhattan, Kansas 66506 Kerri Day Keller Phone: 785-532-1691 E-Mail: ces@ksu.edu	No	0
19	Kirksville Career Center 2105 E Normal St Kirksville, Missouri 63501 Cathy Collop Phone: 660-665-0345 E-Mail: cathy.collop@ded.mo.gov	No	0
20	Lindenwood University 209 S Kings Highway St. Charles, Missouri 63301 Dana Wehrli Phone: 636-949-4806 E-Mail: careerdevelopment@lindenwood.edu	No	0
21	Missouri Employment Office 1212 S Main Maryville, Missouri 64468 Career Counselor Phone: 660-582-3113	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Missouri Employment Security 601 W Mohawk Rd Chillicothe, Missouri 64601 Robert Zirfas Phone: 660-646-0671 E-Mail: robert.zirfas@vr.dese.mo.gov	No	0
23	Missouri State University 901 S National Ave Springfield, Missouri 65897 Career Counselor Phone: 417-836-5636 Fax: 1-417-836-6797 E-Mail: careercenter@missouristate.edu	No	0
24	Missouri Western State University 4525 Downs Dr St. Joseph, Missouri 64507 Kay-Lynne Taylor Phone: 816-271-4205 E-Mail: ktaylor19@missouriwestern.edu	No	0
25	Morehead State University 428 University Blvd Morehead, Kentucky 40351 Julia Hawkins Phone: 606-783-2233 E-Mail: careerservices@moreheadstate.edu	No	0
26	North Central Missouri College 1301 Main St Trenton, Missouri 64683 Cory Crawford Phone: 660-359-3948 E-Mail: ccooksey@mail.ncmissouri.edu	No	0
27	North Central MO Career Center 3400 Bulldog Ave Bethany, Missouri 64424 Bill Pottorff Phone: 660-359-3948 E-Mail: bpottorff@shr2.k12mo.us	No	0
28	Northeastern State University 705 N Grand Ave Tahlequah, Oklahoma 74464 Gayle Anderson Phone: 918-444-3110 E-Mail: careerservices@nsuok.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Northwest Missouri State University 800 University Dr. Maryville, Missouri 64468 Joan Schneider Phone: 660-562-1251 E-Mail: ensming@nwmissouri.edu	No	0
30	Northwestern College 101 7th St SW Orange City, Iowa 51041 Bill Minnick Phone: 712-707-7225 E-Mail: bminnick@nwciova.edu	No	0
31	Pittsburgh State University 202-203 Horace Mann 1701 S Broadway Pittsburgh, Kansas 66762 Mindy Cloninger Phone: 620-235-4140 E-Mail: mcloning@pittstate.edu	No	0
32	South Harrison High School 3400 Bulldog Ave Bethany, Missouri 64424 Rose Eaton Phone: 660-425-8051 E-Mail: reaton@shr2.k12.mo.us	No	0
33	Southern Illinois University – Carbondale 1263 Lincoln Dr Suite 0179 Carbondale, Illinois 62901 Jaime Conley-Holt Phone: 618-453-2121 E-Mail: jbacholt@siu.edu	No	0
34	Southern Illinois University – Edwardsville SIUE State Rt 157 Edwardsville, Illinois 62026 Susan Seibert Phone: 618-650-3708 E-Mail: careerdevelopment@siue.edu	No	0
35	Truman State University 100 E Normal Kirksville, Missouri 63501 David Lusk Phone: 660-785-4353 E-Mail: careers@truman.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	University of Central Missouri West Edwards 1200 Warrensburg, Missouri 64093 Career Counselor Phone: 660-543-4985 E-Mail: careers@ucmo.edu	No	0
37	University of Kansas Burge Union 110/1601 Irving Hill Rd Lawrence, Kansas 66045 Career Counselor Phone: 785-864-3624 E-Mail: ucc@ku.edu	No	0
38	University of Missouri 909 Lowry Mall Univ of Missouri Columbia, Missouri 65211 Joe Johnston Phone: 573-882-6898 E-Mail: careers@missouri.edu	No	0
39	University Outreach Extension Center 1505 Main Courthouse Bethany, Missouri 64424 Janet Hackert Phone: 660-425-6434 E-Mail: harrisonco@missouri.edu	No	0
40	Washburn University 1700 SW College Ave Washburn, Kansas 66621 Kent McAnally Phone: 785-670-1450 E-Mail: kent.mcanally@washburn.edu	No	0
41	Washington University in St. Louis One Brookings Drive St. Louis, Missouri 63130 Jessica Stanko Phone: 314-935-5000 E-Mail: careers@wustl.edu	No	0
42	Western Illinois University Memorial Hall 125 1 University Circle Macomb, Illinois 61455 Martin Kral Phone: 309-298-1838 E-Mail: careers@wiu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	William Jewel College 500 College Hill WJC Box 1058 Liberty, Missouri 64088 Marissa Bland Phone: 816-415-5936 E-Mail: blandm@william.jewell.edu	No	0
44	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
45	Word-of-Mouth Referral	No	3
46	NorthwestMOinfo.com (<i>SEU website</i>)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On November 22, 2019, our SEU participated in the Cameron High School Career Fair, which took place at Cameron High School. SEU participants included our Market Manager, who spoke with attendees about career opportunities in radio/marketing as well as job openings within our SEU.
2	Participate in Job Fair	On September 29, 2020, our SEU participated in the Northwest Missouri State Career Fair, which took place at Northwest Missouri State University. SEU participants included our Market Manager and an Account Executive, who spoke with attendees about career opportunities in radio/marketing as well as job openings within our SEU.
3	Management-level training addressing equal employment opportunity and preventing discrimination.	On October 9, 2019, our 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.
4	Management-level training addressing equal employment opportunity and preventing discrimination.	On September 30, 2020, our SEU’s Market Manager completed a Think HR online training program entitled, “A Manager's Guide to Diversity, Inclusion, and Accommodation,” provided by Alpha Media.
5	Management-level training addressing equal employment opportunity and preventing discrimination.	On September 30, 2020, our SEU’s Market Manger completed a Think HR online training program entitled, “Managing Multigenerational Employees,” provided by Alpha Media.