

**KIRK(FM), KRES(FM), KTCM(FM), KWIX(AM), KWIX-FM
EEO PUBLIC FILE REPORT
October 1, 2020 – September 30, 2021**

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 (2)	5, 7-12, 17	8
News Director-Announcer	7-10, 12, 15	15

KIRK(FM), KRES(FM), KTCM(FM), KWIX(AM), KWIX-FM
EEO PUBLIC FILE REPORT
October 1, 2020 – September 30, 2021

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	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com	No	0
2	SEU Job Fair (see Section III)	No	0
3	Central Christian College 911 E. Urbandale Drive Moberly, Missouri 65270 Phone : 660-263-3900 Url : http://www.cccb.edu Email : LoriPeter@ccb.edu Contact: Lori Peter	No	0
4	Central Methodist University 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6255 Email : career@centralmethodist.edu Contact: Jessie Maxwell	No	0
5	Central MO Info 300 West Reed Street Moberly, Missouri 65270 Phone : 660-263-1500 Url : http://www.centralmoinfo.com Contact: Les Tuttle	No	0
6	Columbia College 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-7425 Email : careerservices@ccis.edu	No	0
7	Word-of-Mouth Referral	No	0
8	Indeed www.indeed.com	No	7
9	Alpha Media Career Website www.alphamediausa.com/careers	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Job Point 423 East Logan Street Moberly, Missouri 65270 Phone : 573-823-2885 Url : www.jobpointmo.org Email : beckyc@jobpointmo.org Becky Curry Roe	Yes	0
11	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
12	Missouri Broadcasters Association 1025 Northwest Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Terry Harper	No	5
13	Missouri Career Center 1500 Vandiver Drive Ste. 115 Columbia, Missouri 65202 Url : http://www.jobs.mo.gov	No	0
14	Moberly Area Community College 101 College Moberly, Missouri 65270 Phone : 660-263-4100 Url : http://www.macc.edu Contact: Sonda Stuart SondaStuart@macc.edu https://www.collegecentral.com/macc	No	0
15	Sports Talent Agency of America 26101 Del Rey Suite A Mission Viejo, California 92691 Phone : 949-215-6713 Url : http://www.staatalent.com Email : jon@staatalent.com Contact: Jon Chelesik	No	1
16	Truman State University 100 East Normal Street Kirksville, Missouri 63501 Phone : 660-785-4238 Url : http://www.truman.edu Email : ucc3@truman.edu	No	0
17	University of Missouri Attn: Recruiters 1095 Virginia Avenue Columbia, Missouri 65211 Phone : 573-882-7976 Email : umchrs@missouri.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			16

KIRK(FM), KRES(FM), KTCM(FM), KWIX(AM), KWIX(FM)
EEO PUBLIC FILE REPORT
October 1, 2020 – September 30, 2021

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training addressing equal employment opportunity and preventing discrimination	On February 4, 2021, our SEU's Market Manager and Business Manager took part in a training webinar entitled, "Equal Employment Opportunity Regulations for Broadcasters: A Primer on Current FCC Requirements" presented by Telecommunications Law Professionals Member Gregg P Skall. This was offered by the Missouri Broadcasters Association.
2	Participate in event or program sponsored by or on behalf of a professional organization relating to careers in broadcasting	From January 6, 2020 through March 22, 2020, our SEU promoted the Missouri Broadcasters Association Foundation's scholarship program on all our stations as well as on our website, where the application is also available.
3	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;	Our SEU's Market Manager served on the Missouri Broadcasting Board of Directors during the entire year and participated in making decisions on scholarship awards for students in the state.
4	Management-level training addressing equal employment opportunity and preventing discrimination	On March 5, 2021 our SEU's Market Manager reviewed the 23-page manual issued by TLP attorney Gregg Skall with our SEU's Operations Manager and Inside Sales Manager pertaining to EEO Regulations for Broadcasters.