

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Inside Account Executive	1-25	15
On Air Personality	1-25	1
Account Executive	1-25	10
On Air Personality	1-25	11
On Air Personality	1-25	2
Account Executive	1-25	10

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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	<b>All Access</b> Allaccess.com	N	14
2	<b>Alpha Media Careers Website</b> www.alphamediausa.com/jobs/	N	10
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>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
8	<b>Facebook Jobs</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	<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
10	<b>Word-of-Mouth Referral</b>	N	1
11	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	8
12	<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
13	<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
14	<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	1
15	<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	11
16	<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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	<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
18	<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
19	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	2
20	<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
21	<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
22	<b>Walk-In/Self-Referral</b>	N	0
23	<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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	<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
25	<b>Zip Recruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			47

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On February 4, 2021, this SEU's Market Manager took part in a training webinar entitled, "EEO Regulations for Broadcasters", A primer on current FCC requirements. This was presented by Attorney Gregg Skall, TPL Law, FCC Council to the Missouri Broadcasters Association.
2.	Participate in a Community Wide Job Fair	On May 13, 2021, this SEU's Market Manager took part in the Pulaski County Growth Alliance Job Fair held at the St. Robert Community Center.
2.	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	May 17, 2021 through May 20, 2021, this SEU hosted a Senior Student from the Waynesville Career Center interested in a career in Radio-Television Broadcasting. The student job shadowed our Operations Manager, our News Director and on air staff during the 4 days.
3	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 15, 2021, this SEU's Market Manager participated in a webinar presented by Lisa Yankowitz, Employment Attorney, who helps companies comply with employment laws. Ms. Yankowitz is recognized by the United States Equal Employment Opportunity Commission (EEOC) for her work in building a respectful workplace. The webinar was arranged by the Missouri Broadcasters Association. .