

**KJFF(AM), KREI(AM), KTJJ(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>
Customer Service Sales	6-7, 9, 11-14, 18	14
Customer Service Sales	6-7, 9, 11-14, 18	7
Announcer	1-2, 9, 12, 18	1
Customer Service Sales	6-7, 9, 11-14, 18	6

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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>Sports Talent Agency of America</b> www.staatalent.com	No	3
2	<b>Broadcast Center</b> 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com John Carroll	No	0
3	<b>Central Methodist College</b> 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6255 Email : career@centralmethodist.edu Robyn Cobb	No	0
4	<b>Harris-Stowe State College</b> 3029 Laclede Avenue St. Louis, Missouri 63101 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda McNeil	No	0
5	<b>Columbia College</b> (via Handshake internet recruiting platform) 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-7425	No	0
6	<b>Word-of-Mouth Referral</b>	No	2
7	<b>SEU Facebook Page</b> (links to myMOinfo.com)	No	2
8	<b>Jefferson College</b> 1000 Viking Drive Hillsboro, Missouri 63301 Phone : 636-937-3000 Email : lwarner@jeffco.edu Lora Warner Collegecentral.com/jeffco	No	0
9	<b>Indeed</b> www.indeed.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<b>Lindenwood University</b> ( <i>via Handshake internet recruiting platform</i> ) 209 S. Kings Highway St. Charles, Missouri 63301 Phone : 636-949-4806 Email : dwehrli@lindenwood.edu Dana Wehrle, M.S.	No	0
11	<b>KREI/KTJJ/KJFF Community Job Bank</b> ( <i>on-air announcements of vacancies throughout community</i> ) 1401 KREI Boulevard Farmington, Missouri 63640 Phone : 573-756-6476 Kim Long	No	0
12	<b>Missouri Broadcasters Association</b> 1025 Northwest Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> Terry Harper	No	0
13	<b>myMOinfo.com</b> ( <i>SEU website</i> )	No	0
14	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	1
15	<b>Missouri Division of Employment</b> 16 S. Coffman Street Park Hills, Missouri 63601 Phone : 573-518-2431 Email : <a href="mailto:mcampbell@mersgoodwill.org">mcampbell@mersgoodwill.org</a> Mike Campbell	No	0
16	<b>Job Fair</b> ( <i>see Section III</i> )	No	0
17	<b>Urban League of Metro St. Louis</b> 8960 Jennings Station Road St. Louis, Missouri 63136 Phone : 314-506-5306 Email : <a href="mailto:hwhiting@urbanleague-stl.org">hwhiting@urbanleague-stl.org</a> Hollis Whiting	No	0
18	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	2
19	<b>University of Missouri</b> ( <i>via Handshake internet recruiting platform</i> ) 909 Lowery Mall Columbia, Missouri 65211 Phone : 573-882-2121 Email : <a href="mailto:career@missouri.edu">career@missouri.edu</a> Job Placement	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	<b>University of Central Missouri</b> (via Handshake internet recruiting platform) 415 East Clark Street Warrensburg, MO 64093 <a href="mailto:recruiter@ucmo.edu">recruiter@ucmo.edu</a> 660-543-4985	No	0
21	<b>Southern Illinois University</b> (via Handshake internet recruiting platform) 1263 Lincoln Drive Carbondale, IL 62901 <a href="mailto:careerservices@siu.edu">careerservices@siu.edu</a> 618-453-2391	No	0
22	<b>St. Louis University</b> (via Handshake internet recruiting platform) One North Grand Boulevard St. Louis, MO 63103 <a href="mailto:careers@slu.edu">careers@slu.edu</a> 314-977-2828	No	0
23	<b>Mineral Area College</b> PO Box 1000 Park Hills, MO 63601 (573) 518-3848 Alison Sheets <a href="http://Collegecentral.com/mineralarea">Collegecentral.com/mineralarea</a>	No	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</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 addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU’s Market Manager and Business 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 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.
<b>3</b>	Participate in job fair	On March 4, 2020, our SEU participated in a Community Hiring Event presented by Fredericktown and Arcadia Valley School Districts. Fourteen other school districts participated. SEU participants included our Market Manager, who spoke with attendees about career opportunities in broadcasting.
<b>4</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On September 28, 2020, our SEU’s Regional Business Manager completed a Think HR online training program entitled, “A Manager's Guide to Diversity, Inclusion, and Accommodation,” provided by Alpha Media.
<b>5</b>	Management-level training addressing equal employment opportunity and preventing discrimination	On September 28, 2020, our SEU’s Regional Business Manger completed a Think HR online training program entitled, “Managing Multigenerational Employees,” provided by Alpha Media.