

KJFF(AM), KREI(AM), KTJJ(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
Customer Service Sales	6-7, 9, 11-13, 15, 18, 23	6
Business Office Assistant	6-9, 11-13, 18, 23	6
Announcer (2)	1-2, 6, 9, 12, 18-19, 23	1

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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	Sports Talent Agency of America www.staatalent.com	No	2
2	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com John Carroll	No	0
3	Central Methodist College 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-6255 Email : career@centralmethodist.edu Robyn Cobb	No	0
4	Harris-Stowe State College 3029 Laclede Avenue St. Louis, Missouri 63101 Phone : 314-340-3512 Email : careerservices@hssu.edu Wanda McNeil	No	0
5	Columbia College (via Handshake internet recruiting platform) 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-7425	No	0
6	Word-of-Mouth Referral	No	2
7	SEU Facebook Page (links to myMOinfo.com)	No	11
8	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63301 Phone : 636-937-3000 Email : lwarner@jeffco.edu Lora Warner Collegecentral.com/jeffco	No	0
9	Indeed www.indeed.com	No	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Lindenwood University (<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	KREI/KTJJ/KJFF Community Job Bank (<i>on-air announcements of vacancies throughout community</i>) 1401 KREI Boulevard Farmington, Missouri 63640 Phone : 573-756-6476 Kim Long	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	0
13	myMOinfo.com (<i>SEU website</i>)	No	0
14	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
15	Missouri Division of Employment 16 S. Coffman Street Park Hills, Missouri 63601 Phone : 573-518-2431 Email : mcampbell@mersgoodwill.org Mike Campbell	No	0
16	Job Fair (<i>see Section III</i>)	No	0
17	Urban League of Metro St. Louis 8960 Jennings Station Road St. Louis, Missouri 63136 Phone : 314-506-5306 Email : hwhiting@urbanleague-stl.org Hollis Whiting	No	0
18	Alpha Media Careers Website www.alphamediausa.com/careers	No	2
19	University of Missouri (<i>via Handshake internet recruiting platform</i>) 909 Lowery Mall Columbia, Missouri 65211 Phone : 573-882-2121 Email : career@missouri.edu 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	University of Central Missouri <i>(via Handshake internet recruiting platform)</i> 415 East Clark Street Warrensburg, MO 64093 recruiter@ucmo.edu 660-543-4985	No	0
21	Southern Illinois University <i>(via Handshake internet recruiting platform)</i> 1263 Lincoln Drive Carbondale, IL 62901 careerservices@siu.edu 618-453-2391	No	0
22	St. Louis University <i>(via Handshake internet recruiting platform)</i> One North Grand Boulevard St. Louis, MO 63103 careers@slu.edu 314-977-2828	No	0
23	Mineral Area College PO Box 1000 Park Hills, MO 63601 (573) 518-3848 Alison Sheets Collegecentral.com/mineralarea	No	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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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	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, Festus Station Manager and Farmington Station Manager pertaining to EEO Regulations for Broadcasters.
3	Participate in job fair	On March 17, 2021 our SEU’s Station Manager and Sales Manager participated in the virtual transition fair conducted by the Fredericktown R-1 School District. The goal of the Transition Fair is to provide information on available educational and job related services to assist at risk and disabled students in planning for the future.
4	Participate in job fair	On April 22, 2021, our SEU participated in a Community Hiring Event presented by Mineral Area College. SEU participants included our Market Manager and Inside Sales Manager, who spoke with attendees about career opportunities in broadcasting.
5	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. Commercials were aired on all stations from January through March 2021 and an ad was placed on SEU’s website for the entire year.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training addressing equal employment opportunity and preventing discrimination	On September 8, 2021, our SEU's Regional Business Manger completed a Think HR online training program entitled, "Managing Multigenerational Employees," provided by Alpha Media.