

**KAAN(AM), KAAAN-FM, KKWK(FM), KMRN(AM)
EEO PUBLIC FILE REPORT
October 1, 2023-September 30, 2024**

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
On-Air Talent	2,5,10-12, 14-15	2

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II. RECRUITMENT SOURCES

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	3
3	Cameron Professional Women Org 123 W 3rd St Cameron, Missouri 64429 Donna McKinney Phone: 816-632-6161	No	0
4	Cameron Professional Women Org 123 W 3rd St Cameron, Missouri 64429 Donna McKinney Phone: 816-632-6161	No	0
5	Indeed.com (automated posting from Alpha Media careers website)	No	2
6	University of Central Missouri 1200 West Edwards Warrensburg, MO 64093 Career Counselor Email: careers@ucmo.edu	No	0
7	Missouri Employment Security 601 W Mohawk Road Chillicothe, MO 64601 Email: Robert.zirfas@vr.dese.mo.gov	No	0

8	North Central MO Career Center 3400 Bulldog Ave Bethany, MO 64424 Bill Pottorff Email: bpottorff@shr2.k12mo.us	No	0
9	Northwest Missouri State University 800 University Drive Maryville, MO 64468 Joan Schneider Email: ensming@nwmissouri.edu	No	0
10	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
11	Word-of-Mouth Referral	No	3
12	NorthwestMOinfo.com (<i>SEU website</i>)	No	0
13	LinkedIn.com	No	0
14	Glassdoor www.glassdoor.com	No	0
15	Zip Recruiter www.ziprecruiter.com	No	0

TOTAL INTERVIEWEES OVER REPORTING PERIOD	8
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Provide EEO Training to Management Level Personnel	On February 13, 2024, our SEU Market Manger participated in a Diversity, Equity, and Inclusion webinar presented by the Missouri State Broadcasters Association. Topics included making sure all employees have access to benefits and participate in a positive workplace culture.
2	Participate in Job Fair	On April 10, 2024, the Bethany-Cameron Market Manager attended the Moberly Chamber of Commerce Job Fair. Our SEU spoke with potential job applicants. In addition, we answered questions about the broadcast/digital sales industry along with a general overview of other careers in broadcasting.
3	Provide EEO Training to Management Level Personnel	On September 4, 2024 our SEU Market Manager attended a webinar from Mineral Epic Training. The course was titled "ADA Compliance in Business." This course explained how to stay compliant with the Americans with Disabilities Act ("ADA") during hiring.