

**KJFF(AM), KREI(AM), KTJJ(FM)
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
Announcer	1,4,7,10,16,19	4
Chief Engineer	4,7,10,16,19	7
Announcer	1,4,7,10,16,19	4

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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	4
2	College Central.Com (Covers two year community colleges)	No	0
3	Columbia College (via Handshake internet recruiting platform) 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-7425	No	0
4	Word-of-Mouth Referral	No	6
5	SEU Facebook Page (links to myMOinfo.com)	No	0
6	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63301 Phone : 636-937-3000 Email : lwarner@jeffco.edu Lora Warner Collegecentral.com/jeffco	No	0
7	Indeed www.indeed.com	No	3
8	Lindenwood University (via Handshake internet recruiting platform) 209 S. Kings Highway St. Charles, Missouri 63301 Phone : 636-949-4806 Email : dwehrli@lindenwood.edu Dana Wehrle, M.S.	No	0
9	KREI/KTJJ/KJFF Community Job Bank (on-air announcements of vacancies throughout community) 1401 KREI Boulevard Farmington, Missouri 63640 Phone : 573-756-6476 Kim Long	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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
11	myMOinfo.com (<i>SEU website</i>)	No	0
12	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
13	Missouri Division of Employment 16 S. Coffman Street Park Hills, Missouri 63601 Phone : 573-518-2431 Email : mcampbell@mersgoodwill.org Mike Campbell	No	0
14	Job Fair (<i>see Section III</i>)	No	0
15	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
16	Alpha Media Careers Website www.alphamediausa.com/careers	No	2
17	LinkedIn www.linkedin.com	No	0
18	Glass Door www.glassdoor.com	No	0
19	Zip Recruiter www.ziprecruiter.com	No	0
20	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
21	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Southern Illinois University <i>(via Handshake internet recruiting platform)</i> 1263 Lincoln Drive Carbondale, IL 62901 careerservices@siu.edu 618-453-2391	No	0
23	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
24	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:			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	Our SEU promoted the Missouri Broadcasters Association scholarship program. Commercials were aired on all stations from January through March 2024 and an ad was placed on SEU’s website for the entire year.
2	Management-level training addressing equal employment opportunity and preventing discrimination	On September 4, 2024 our SEU’s 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 act during hiring.
3	Management-level training addressing equal employment opportunity and preventing discrimination	On September 6, 2024 our SEU’s Station Manager for KREI attended a webinar from Mineral Epic Training. The course was titled "Accessible Digital Content" and explored accessibility guidelines to ensure that everyone can experience and navigate online content using assistive technologies and communication supports.
4	Participate in a job fair	On September 26, 2024 our SEU’s Station Manager and Sales Manager participated in the Fredericktown High School Career Fair. We provided students with information on educational and job related services and programs that are available to assist them in planning for the future.