

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Integrated Marketing Consultant	1-7, 8,13,15	7
Sales Leader	1-7, 8,13,15	7

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alpha Media Careers Website www.alphamediausa.com/careers	N	0
2	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Contact: Erin Hayes ehayes@cofo.edu	N	0
3	Circa/Diversity Jobs	N	0
4	Facebook – Regional Radio KJEL	N	0
5	Glassdoor Glassdoor.com	N	0
6	Indeed Website Indeed.com	N	0
7	Internal Referral	N	3
8	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 <a href="mailto:Darrell@lebanonmissouri.com">Darrell@lebanonmissouri.com</a> Contact: Darrell Pollock	N	2
9	Linked in Linkedin.com	N	0
10	Missouri Broadcasters Association 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: Chad Mahoney	N	0
11	Missouri Job (Lebanon Job Center) 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 <a href="https://jobs.mo.gov">https://jobs.mo.gov</a> Contact: Lori Admire	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	My Ozarks On Line PO Box 1112 Lebanon, MO 65536 PH 417-532-9111 <a href="http://www.myozarksonline.com">http://www.myozarksonline.com</a> Contact: Les Tuttle	N	0
13	On-Air Announcements ( <i>one or more SEU stations</i> )	N	2
14	Word of Mouth	N	0
15	Zip Recruiter	N	0
<b>TOTAL Interviewees</b>			7

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1.	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On 10/10/23, juniors and seniors participated in a College and Career Fair in the main gym at Waynesville High School. Over 60 schools, businesses, and representatives participated. Management answered various questions about radio broadcasting and provided a general overview of our station’s operations and the various jobs in the radio broadcast industry.
2.	Provide EEO Training to Management Level Personnel	Our SEU Market Manager completed a certificate of completion issued by (Alpha HR) for Sexual Harassment Prevention for Managers 1.0 on 10/23/23.
3.	Provide EEO Training to Management Level Personnel	Our SEU Market Manager completed a certificate of completion issued by (Alpha HR) Workplace Violence and Bullying Prevention 2.0 on 10/26/23.
4.	Provide EEO Training to Management Level Personnel	On 1/24/24, our SEU Market Manager participated in a video presentation from the 2024 Rising Above training event made available through the Missouri Broadcasters Association. Topics included, “What does D.E.I. mean to you?”, “Why does D.E.I. Matter?” and “Are you proactive or reactive when it comes to D.E.I.

<b>5.</b>	Provide EEO Training to Management Level Personnel	On 2/13/24, 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.
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