

**KBNN(AM), KFBD-FM, KIIK(AM), KJEL-FM, KJPW(AM), KOZQ-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022-September 30, 2023<sup>1</sup>**

**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>
Account Executive	1-6, 8-15	14
On-Air Talent/Board Operator	1-6, 8-13, 15	1
Integrated Marketing Consultant	1-8, 9-15	1
Business Office Assistant	1-15	1
Integrated Marketing Consultant	1-8, 9-15	14

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<sup>1</sup> This report was revised in November 2023 to address reporting issues.

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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	15
2	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Contact: Erin Hayes ehayes@cofo.edu	N	0
3	Circa/Diversity Jobs		0
4	Facebook – Regional Radio KJEL	N	1
5	Glassdoor Glassdoor.com	N	0
6	Indeed Website Indeed.com	N	1
7	Internal Referral	N	0
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	0
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	5

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: Mike Edwards	N	0
13	On-Air Announcements ( <i>one or more SEU stations</i> )	N	1
14	Referral	N	4
15	Zip Recruiter	N	0
<b>TOTAL Interviewees</b>			27

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On January 9, 2023, management participated in a video presentation from P1 Learning with guest speaker Ryan Dearbone, Western Kentucky University Associate Professor of Broadcasting, and instructor on Diversity, Equality and Inclusion. He discussed how to achieve a workforce that reflects the diversity in the community you serve and how employees should feel ownership and buy-in in the workplace.
2.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On June 7, 2023, management participated in a video presentation from Associate Professor of Broadcasting at Western Kentucky University, Ryan Dearbone, which was a 52 minute program “Discovering the Why through D.E.I.” as part of the 2023 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.
3.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On July 28, 2023, management participated in a program offered by iHIRE/HR Academy titled “Blind Hiring: 5 common Biases and How to Avoid Them”. The seminar was conducted by Lisa Shuster, SHRM-SCP, SPHR, iHIRE Chief People Officer. A certificate of completion was achieved.
4.	Management-level training as to methods of ensuring equal employment opportunity and preventing discrimination	On September 15, 2023, Market Manager participated in training webinar regarding FCC’s Equal Employment Opportunity Rules presented by Joan Stewart of Wiley Law.