

KJFF(AM), KREI(AM), KTJJ(FM)
EEO PUBLIC FILE REPORT
October 1, 2022 – September 30, 2023

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, 13-14, 18-21	6
Business Office Assistant	6, 7, 9, 18-21	6
Announcer	1, 6, 9, 18-21	1
Business Office Assistant	7, 9, 12, 18-21	9
Announcer	1, 6, 9, 18-21	18

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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	8
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	3
7	SEU Facebook Page (links to myMOinfo.com)	No	0
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	18

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	8
19	LinkedIn www.linkedin.com	No	0
20	Glass Door www.glassdoor.com	No	0
21	Zip Recruiter www.ziprecruiter.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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
23	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
24	Southern Illinois University <i>(via Handshake internet recruiting platform)</i> 1263 Lincoln Drive Carbondale, IL 62901 careerservices@siu.edu 618-453-2391	No	0
25	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
26	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:			29

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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 July 3, 2023 our SEU's Market Manager attended a webinar from Mineral Epic Training. The course was titled "Avoiding Wrongful Termination" and focused on creating a positive work environment.
2	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	Commercials were aired on all stations from January through March 2023 and an ad was placed on SEU's website for the entire year promoting the scholarship offered by the Missouri Broadcasters Association.
3	Management-level training addressing equal employment opportunity and preventing discrimination	On July 6, 2023 our SEU's Station Manager for KTJJ/KREI attended a webinar from Mineral Epic Training. The course was titled "A Manager's Core Skills" and highlighted the skills needed to recruit and retain quality people.
4	Management-level training addressing equal employment opportunity and preventing discrimination	On July 6, 2023 our SEU's Station Manager for KJFF attended a webinar from Mineral Epic Training. The course was titled "Teamwork Strategies for Leaders" and highlighted the values of creating a team atmosphere to aid in retaining quality people.
5	Management-level training addressing equal employment opportunity and preventing discrimination	On August 10, 2023 our SEU's Market Manager attended a webinar sponsored by MN Broadcasters and conducted by Tom Hanson from Winthrop and Weinstine titled Employment Law Changes. This focused on the new laws going into effect in 2024.
6	Management-level training addressing equal employment opportunity and preventing discrimination	On September 15, 2023 our SEU's Market Manager and Business Manager attended a webinar conducted by Joan Stewart from Wiley on the FCC EEO guidelines.