KBNN(AM), KFBD-FM, KIIK(AM), KJEL-FM, KJPW(AM), KOZQ-FM
EEO PUBLIC FILE REPORT
October 1, 2024-September 30, 2025

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
Integrated Marketing Consultant	1-7, 8,13,15	2
On-Air Talent	1-7, 8,13,15	1
Integrated Marketing Consultant	1-7, 8,13,15	7
Sales Manager	1-7, 8,13,15	1

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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	Alpha Media Careers Website www.alphamediausa.com/careers	N	5
2	College of the Ozarks PO Box 17 Point Lookout, MO 65726 Contact: Erin Hayes ehayes@cofo.edu	N	2
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	2
8	Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256 Darrell@lebanonmissouri.com 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 www.careerpage.org mba@mbaweb.org Contact: Chad Mahoney	N	0
11	Missouri Job (Lebanon Job Center) 2639 S. Jefferson Lebanon, MO 65536 417-532-6146 https://jobs.mo.gov Contact: Lori Admire	N	2

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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 http://www.myozarksonline.com Contact: Les Tuttle	N	0
13	On-Air Announcements *(one or more SEU stations)*	N	2
14	Word of Mouth	N	4
15	Zip Recruiter	N	0
TOTAL Interviewees			17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	All staff training Anti Payola- Anti Plugola (Alpha)	This training provides refresher federal regulations prohibiting payola and plugola practices in broadcasting. Sales Manager, Operations Manager and remaining programming team members reviewed what constitutes pay-for-play, undisclosed endorsements, and conflicts of interest, along with their legal and ethical implications 10/22/24
2.	Americans with Disabilities Act 2.0	State VP viewed a webinar video series through the Paycor platform. Topics included learning about the ADA and what qualifies as a disability and what qualifies as an accommodation. 8/11/25
3.	On-line training completed by management.	Management completed certificate of completion issued by (Alpha HR) for Federal Employee Polygraph Protection (EPPA) 4/15/25
4.	On line training completed by management.	Management completed certificate of completion issued by (Alpha HR) for Missouri Notice to Victims of Domestic or Sexual Violence. 4/8/2025
5.	On line training completed by management.	Management completed certificate of completion issued by (Alpha HR) Political File Training 2/2/25
6.	On line training completed by management.	Management completed certificate of completion issued by (Alpha HR) Wiley FCC-EEO Training 2/2/25
7.	On line training completed by management.	Management completed certificate of completion issued by (Alpha HR) Workplace Violence and Bullying Prevention 2.0 on 10/26/24.