

**KGBX-FM, KGMV, KSWF, KTOZ-FM, KXUS****EEO PUBLIC FILE REPORT****October 1, 2016 - September 30, 2017****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-9, 11-29	11
Outside Account Executive	1-9, 11-29	14
Outside Account Executive	1-9, 12-15, 17-19, 21-30	8
Outside Account Executive	1-9, 12-15, 17-19, 21-30	30
Sales Assistant-Receptionist	1-7, 9-10, 12-15, 17-19, 21-30	30

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<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	AAF of the Ozarks PO Box 3094 GS Springfield, Missouri 65808 Url : <a href="http://www.springfieldadclub.com">http://www.springfieldadclub.com</a> Fax : 1-816-822-1840 Career Services	N	0
2	Alternative Opportunities Employment Services Inc 2626 W College Road Springfield, Missouri 65802 Phone : 417-862-1753 Url : <a href="http://www.aoinc.org">http://www.aoinc.org</a> Email : <a href="mailto:mmilleson@pfh.org">mmilleson@pfh.org</a> M Milleson	N	0
3	Americian Broadcasting School 712 N Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : <a href="http://radioschool.com">http://radioschool.com</a> Email : <a href="mailto:staci@radioschool.com">staci@radioschool.com</a> Career Services	N	0
4	Everest College 1010 W Sunshine Springfield, Missouri 65807 Phone : 417-864-7220 Url : <a href="http://www.everest.edu/campus/springfield">http://www.everest.edu/campus/springfield</a> Email : <a href="mailto:trisha.litell@zenith.org">trisha.litell@zenith.org</a> Fax : 1-417-864-5697 Trisha Litell	N	0
5	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-421-7608 Url : <a href="http://kcindiancenter.org">kcindiancenter.org</a> Fax : 1-816-421-6493 Career Services	N	0
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0

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7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
8	Indeed.com - Not Directly Contacted by SEU	N	3
9	Internal Posting 1856 S Glenstone Ave Springfield, Missouri Justin Fuehne Manual Posting	N	0
10	Internet Ad-not directly contacted by SEU	N	1
11	Job Board	N	1
12	Lakes Country Rehabilitation Center PO Box 1277 Springfield, Missouri 65801 Phone : 417-862-1753 Url : <a href="http://www.lakescountry.org">http://www.lakescountry.org</a> Fax : 1-417-864-7981 Career Services	N	0
13	Missouri Broadcast Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : (573) 636-6692 Url : <a href="http://www.mbaweb.org/">http://www.mbaweb.org/</a> Email : <a href="mailto:THarper@mbaweb.org">THarper@mbaweb.org</a> Terry Harper	N	0
14	Missouri Career Center 2900 E. Sunshine St. Springfield , Missouri 65804 Phone : 417-841-1897 Email : <a href="mailto:sschembri@springfieldmo.gov">sschembri@springfieldmo.gov</a> Fax : 1-417-888-4076 Sheila Schembri	Y	1

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15	Missouri School of Journalism, Career Services 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : journalism@missouri.edu Fax : 1-573-884-5400 Barbara Willis	Y	0
16	MSU Affirmative Action Office PCOB Suite 111 901 S National Springfield, Missouri 65897 Phone : 417-836-4252 Url : <a href="http://www.missouristate.edu/equity">http://www.missouristate.edu/equity</a> Career Services Manual Posting	N	0
17	NAACP - Kansas City MO Branch 1601 E 18th Street Suite 212 Kansas City, Missouri 64108 Phone : 816-421-1191 Url : <a href="http://www.naacpkcmo.org">http://www.naacpkcmo.org</a> Email : <a href="mailto:naacpkcmo@sbcglobal.net">naacpkcmo@sbcglobal.net</a> Fax : 1-816-421-4939 Career Services	N	0
18	NAACP - Springfield MO Branch P.O. Box 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : <a href="http://naacpspringfieldmo.org">http://naacpspringfieldmo.org</a> Email : <a href="mailto:info@naacpspringfieldmo.org">info@naacpspringfieldmo.org</a> Carol Moncrief	N	0
19	News-Leader 651 N Boonville Springfield, Missouri 65806 Phone : 417-836-1100 Url : <a href="http://www.news-leader.com">http://www.news-leader.com</a> Email : <a href="mailto:ahelmbrech@gannett.com">ahelmbrech@gannett.com</a> Fax : 1-317-444-2513 Career Services	N	0
20	On Air Announcements 1856 S Glenstone Ave. Springfield, Missouri Justin Fuehne Manual Posting	N	0

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21	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : <a href="http://www.oceanational.org">http://www.oceanational.org</a> Email : <a href="mailto:oca@oceanational.org">oca@oceanational.org</a> Fax : 1-202-296-0540 Career Services	N	0
22	OSU School of Journalism & Broadcasting 206 Paul Miller Building Oklahoma State University Stillwater, Oklahoma 74075 Phone : 405-744-6354 Url : <a href="http://journalism.okstate.edu">http://journalism.okstate.edu</a> Email : <a href="mailto:smscmedia@okstate.edu">smscmedia@okstate.edu</a> Fax : 1-405-744-7104 Career Services	N	0
23	OTC Career Employment Services 1001 E Chestnut Expwy Springfield, Missouri 65802 Phone : 417-447-6964 Url : Post online: <a href="http://www.collegecentral.com/otc">www.collegecentral.com/otc</a> Fax : 1-417-447-6962 Kathy Christy	N	0
24	OzarksHelpWanted.com Missouri Url : <a href="http://ozarkshelpwanted.com/ozarks-jobs">http://ozarkshelpwanted.com/ozarks-jobs</a> Fax : 1-800-595-2929 Career Services	N	0
25	Rehabilitation Services for the Blind 149 Park Central Square Springfield, Missouri 65806 Phone : 417-895-6386 Url : <a href="http://www.dss.mo.gov/fsd/rsb">http://www.dss.mo.gov/fsd/rsb</a> Fax : 1-417-895-6392 Mark Laird	N	0
26	Southwest Center for Independent Living 2864 S Nettleton Springfield, Missouri 65807 Phone : 417-886-1188 Url : <a href="http://www.swcil.org">http://www.swcil.org</a> Fax : 1-417-886-3619 Career Services	N	0

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27	Southwest Missouri Indian Center 543 S Scenic Ave Springfield, Missouri 65802 Phone : 417-869-9550 Url : <a href="http://swmoindiancenter.com">http://swmoindiancenter.com</a> Fax : 1-417-869-0922 Ken Estes	N	0
28	Springfield Area Chamber of Commerce PO Box 1687 Springfield, Missouri 65801 Phone : 417-862-5567 Url : <a href="http://www.springfieldchamber.com">http://www.springfieldchamber.com</a> Fax : 1-417-862-1611 Career Services	N	0
29	Urban League of of Greater Kansas City 1710 Paseo Blvd Kansas City, Missouri 64108 Phone : 816-471-0550 Url : <a href="http://www.ulkc.org">http://www.ulkc.org</a> Fax : 1-816-471-3064 Career Services	N	0
30	Word of Mouth Referral	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/8/2016	Participation in events or programs sponsored by educational institutions	Our SEU attended the Business Etiquette Dinner at Missouri State University. 9 students were invited to the SEU's table. Market President, Matt Saunders instructed students on presenting themselves properly for business related meals with clients/employers.	1	Market President
2	2/2/2017	Participation in events or programs sponsored by educational institutions	The SEU hosted a student from a local middle school to job shadow for the day. The student learned about each department of the SEU, the different departmental software used and how to make, record and edit commercials.	3	Finance Specialist AE Program Director
3	2/7/2017	Participation in other activities designed by the station employment unit	Our SEU hosted the KGBX Women's Show at the Ozark Empire Fairgrounds E-Plex in Springfield. Our Promotions Director was the event coordinator of what has become a major, annual community event an partnered with the Missouri State University Fashion and Design class to produce the Show. Students were afforded hands-on experience with the event-planning arm of the radio business by assisting our Promotions Director with planning and execution of the event for several weeks.	2	Promotions Director
4	4/19/2017	Participation in other activities designed by the station employment unit	Our SEU hosted a Job Shadow with the Market President. This one day job shadow included client visits and in depth information about the business and future job opportunities with the company.	1	Market President
5	4/26/2017	Participation in other activities designed by the station employment unit	Our SEU hosted a Job Shadow with the Market President. This one day job shadow included client visits and in depth information about the business and future job opportunities with the company.	1	Market President
6	8/1/2017	Participation in events or programs sponsored by educational institutions	Matt Saunders, the SEU's Market President, taught a class at Northeast Missouri State University for RAB Professional Development Foundation.	1	Market President

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7	8/31/2017	Establishment of a mentoring program	Our SEU established a sales training program designed to help current employees advance their careers. The event was held at Classic Rock Coffee. We discussed recent proposals that have been successful along with training techniques that have helped us to close business.	3	AE AE Market President
8	9/26/2017	Participation in events sponsored by community groups	Our SEU participated in Chamber of Commerce Meetings in Stratford, MO. Monthly activities provide incentives for future business development and strategic community planning for business leaders and citizens.	1	AE