

KGBX-FM, KGMV, KSWF, KTOZ-FM, KXUS**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
Account Executive	1-16	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group website 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	Amercian Broadcasting School 712 N Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Url : http://radioschool.com Email : staci@radioschool.com Career Services	N	0
3	Drury Career Center 900 N Benton Springfield, Missouri 65802 Phone : 417-873-7284 Url : http://www.drury.edu/section/section Email : career@drury.edu Tina Moore	N	0
4	Employee Referral	N	1
5	Everest College 1010 W Sunshine Springfield, Missouri 65807 Phone : 417-864-7220 Url : http://www.everest.edu/campus/springfield Email : trisha.litell@zenith.org Fax : 1-417-864-5697 Trisha Litell	N	0
6	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-421-7608 Url : kcindiancenter.org Fax : 1-816-421-6493 Career Services	N	0

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7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
9	Lakes Country Rehabililitation Center PO Box 1277 Springfield, Missouri 65801 Phone : 417-862-1753 Url : http://www.lakescountry.org Fax : 1-417-864-7981 Career Services	N	0
10	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	0
11	Missouri Broadcast Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : (573) 636-6692 Url : http://www.mbaweb.org/ Email : THarper@mbaweb.org Terry Harper	N	0

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12	NAACP - Springfield MO Branch P.O. Box 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : http://naacpspringfieldmo.org Email : info@naacpspringfieldmo.org Carol Moncrief	N	0
13	OSU School of Journalism & Broadcasting 206 Paul Miller Building Oklahoma State University Stillwater, Oklahoma 74075 Phone : 405-744-6354 Url : http://journalism.okstate.edu Email : smscmedia@okstate.edu Fax : 1-405-744-7104 Career Services	N	0
14	Rehabilitation Services for the Blind 149 Park Central Square Springfield, Missouri 65806 Phone : 417-895-6386 Url : http://www.dss.mo.gov/fsd/rsb Fax : 1-417-895-6392 Mark Laird	N	0
15	Urban League of of Greater Kansas City 1710 Paseo Blvd Kansas City, Missouri 64108 Phone : 816-471-0550 Url : http://www.ulkc.org Fax : 1-816-471-3064 Career Services	N	0
16	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/1/2023	Participation in events sponsored by organizations representing the community	Our SEU participated in the 5th Annual Marshfield High School Mock Interviews will occur on Wednesday, March 1st from 12:30-3:10. This year will be our biggest event yet, with 80 students participating in the interviews and over 400 Juniors and Seniors attending the Career Fair afterwards.	1	VP Sales
2	8/17/2023	Provision of training to management	On August, 2023, our SEU's Vice President of Sales took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Vice President of Sales
3	8/17/2023	Establishment of a mentoring program	In August, 2023, our SEU's Vice President of Sales took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Vice President of Sales
4	8/17/2023	Provision of training to management	On August, 2023 our SEU's Vice President of Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Vice President of Sales