

**KGBX-FM, KGMV, KSWF, KTOZ-FM, KXUS****EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****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>
Sales Assistant-Receptionist	2-5, 8-10, 15-17	10
Sales Assistant-Receptionist	1-12, 14-20, 22-30	10
Outside Account Executive	1-10, 13-14, 16-31	31

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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	All Access Music Group website 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	0
3	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
4	Amercian 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
5	Drury Career Center 900 N Benton Springfield, Missouri 65802 Phone : 417-873-7284 Url : <a href="http://www.drury.edu/section/section">http://www.drury.edu/section/section</a> Tina Moore Manual Posting	N	0
6	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

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7	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
8	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
9	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
10	Indeed.com - Not Directly Contacted by SEU	N	3
11	Internal Posting	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	Linked In	N	1
14	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 : THarper@mbaweb.org Terry Harper	N	0

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15	Missouri Career Center 1514 S Glenstone Springfield, Missouri 65804 Phone : 417-841-1897 Url : <a href="http://www.ozarksjobpath.org">http://www.ozarksjobpath.org</a> Fax : 1-417-888-4076 Sheila Schembri	N	1
16	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	0
17	Missouri School of Journalism, Career Services 76G Gannett Hall University of Missouri Columbia, Missouri 65211 Phone : 573-882-0373 Email : <a href="mailto:journalism@missouri.edu">journalism@missouri.edu</a> Fax : 1-573-884-5400 Barbara Willis	Y	0
18	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
19	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

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20	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
21	On-Air Announcement (One or More SEU Stations)	N	1
22	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : <a href="http://www.ocanational.org">http://www.ocanational.org</a> Email : <a href="mailto:oca@ocanational.org">oca@ocanational.org</a> Fax : 1-202-296-0540 Career Services	N	0
23	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
24	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
25	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

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26	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
27	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
28	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
29	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
30	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
31	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</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	1/25/2016	Participation in events or programs sponsored by educational institutions	Our SEU's Promotions Director was invited to speak with the Missouri State University Fashion and Design department to talk about the many facets of her job as the Promotions Director generally as well as the event-planning side of the radio business more specifically. She provided the students with details about her role in event planning and marketing for iHeartMedia and its KGBX Women's Show which resulted in an enthusiastic question-and-answer session.	1	Promotions Director
2	2/20/2016	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 and 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.	1	Promotions Director
3	2/23/2016	Participation in Job Fairs	Our SEU participated in the Missouri State University career fair during which SEU staff members spoke with attendees about career opportunities in radio and job openings within the SEU.	4	General Sales Manager Market Manager Account Executive Account Executive
4	3/22/2016	Participation in events or programs sponsored by educational institutions	A group from The Arc of the Ozarks, an organization serving members of our community who have disabilities, received a tour of our facilities during which staff members talked about how radio stations operate and the opportunities available for a future career in broadcasting.	1	Promotions Director
5	4/19/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student from Bolivar High School who "job shadowed" our Promotions Director and a number of On-Air Personalities to gain a better understanding of how a group of radio stations operates.	4	Promotions Director On-Air Personality On-Air Personality On-Air Personality

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6	4/19/2016	Participation in Job Fairs	Our SEU participated in the Everest College career fair during which SEU staff members spoke with attendees about career opportunities in radio and job openings within the SEU.	1	General Sales Manager
7	4/27/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Speed Networking event held on the campus of Missouri State University. Representatives from local businesses were invited to introduce themselves and network with students after which "speed networking" took place. Business representatives were given 7 to 10 minutes to sit before a student and describe their business. When the time was up, a new student took the seat and the process was repeated...over and over. Our SEU's representative shared information with students about the variety of career opportunities in broadcasting and distributed many business cards.	1	Market Manager
8	8/1/2016	Establishment of a mentoring program	During this reporting period, our SEU's Sales Assistant/Receptionist was mentored by our SEU's Market Manager to begin to obtain the education, guidance and the skills necessary to become eligible for a promotion to Account Executive.	2	Sales Assistant Market Manager
9	9/14/2016	Participation in other activities designed by the station employment unit	The Branson High School media class received a tour of our facilities during which staff members talked about how radio stations operate and the opportunities available for a future career in broadcasting.	3	Market Manager Promotions Director On-Air Personality
10	9/27/2016	Hosting of Job Fair	Our SEU hosted an open house at its facilities in Springfield to recruit Account Executives during which attendees heard about iHeartMedia and what is involved in selling time for a cluster of radio stations. This event was promoted on all SEU stations.	2	Market Manager General Sales Manager