

KFEQ(AM), KKJO-FM, KESJ(AM), KSJQ(FM), KGNM(AM)**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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, 3-13, 15-17, 19-22, 25-32, 34, 36-47, 49-50, 53-57 | 56 |
| Account Executive | 1, 3-13, 15-17, 19-22, 25-32, 34, 36-47, 49-50, 53-57 | 41 |
| Account Executive | 1, 3-13, 15-17, 19-22, 25-32, 34, 36-47, 49-50, 53-57 | 22 |
| Program Director | 1-13, 15-21, 23-41, 43-55, 57 | 23 |
| Afternoon On-Air Talent/Production Director | 1, 3-13, 15-21, 25-34, 36-41, 43-47, 49- 51, 53-57 | 12 |
| Administrative & Traffic Assistant | 1, 3-7, 9-22, 25-34, 36-41, 43-47, 49- 50, 53-55, 57 | 22 |
| KFEQ Farm Director | 1, 3-13, 15-21, 23, 25-34, 36-41, 43-47, 49-50, 53-57 | 23 |

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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 | American Broadcasting School 4511 SE 29th St Oklahoma City, Oklahoma 73115 Phone : 405-672-6511 Url : www.radioschool.com Email : michelle@radioschool.com Michelle McConnell | Y | 0 |
| 2 | Benedictine College 1020 N 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Katie McDowell Manual Posting | N | 0 |
| 3 | Briar Cliff University/Career Development Center 3303 Rebecca Street Heelan Hall/Room 057 Sioux City, Iowa 51104 Phone : 712-279-5455 Url : www.briarcliff.edu Email : Joshua.Cobbs@briarcliff.edu Joshua Cobbs | Y | 0 |
| 4 | Broadcast Center of St. Louis 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Url : broadcastcenterinfo.com Email : placement@broadcastcenterinfo.com Fax : 1-314-647-8181 John Carrol | N | 0 |
| 5 | Central Methodist College 411 Central Methodist Square Fayette, Missouri 65270 Phone : 660-248-6986 Url : www.centralmethodist.edu Email : career@centralmethodist.edu Fax : 1-660-248-6980 Nicolette Yevich | N | 0 |

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|------------------|--|--|---|
| 6 | Central Missouri State University Career Services Center WDE 1200 Warrensburg, Missouri 64093 Phone : 660-543-4985 Url : www.ucmo.edu Email : recruiter@ucmo.edu Fax : 1-660-543-4668 Amber Goreham | N | 0 |
| 7 | College of the Ozarks 1 Industrial Place Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : www.cofo.edu Email : career@cofo.edu Jim Freeman | N | 0 |
| 8 | Community Services 1212 B South Main Maryville, Missouri 64468 Phone : 660-582-3113 Fax : 1-660-582-2965 Bonnie Patterson | Y | 0 |
| 9 | Culver-Stockton College One College Hill Canton, Missouri 63435 Phone : 573-288-6536 Url : www.culver.edu Email : rjarvis@culver.edu Robin Jarvis | N | 0 |
| 10 | DeVry Institute of Technology 11224 Holmes Road Kansas City, Missouri 64131 Phone : 816-941-0430 Url : devry.edu Email : mba@mbaweb.org Fax : 1-816-941-0239 Gerry Ellis | N | 0 |

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|------------------|--|--|---|
| 11 | Drury University 900 North Benton, FSC 114 Springfield, Missouri 65802 Phone : 417-873-7284 Url : drury.edu Email : career@drury.edu Fax : 1-417-873-7284 Emily Buckmaster | N | 0 |
| 12 | Eagle Communications Careers Website 2703 Hall St Suite 15 Hays, Kansas 67601 Phone : 785-625-4000 Email : eaglehr@eaglecom.net Shannon Weiderholt | N | 2 |
| 13 | Evangel University 1111 N Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 Url : evangel.edu Email : weatherlyt@evangel.edu Fax : 1-417-520-0545 Thelma Weatherly | N | 0 |
| 14 | Glassdoor.com - Not Directly Contacted by SEU | N | 1 |
| 15 | Hannibal LaGrange College 2800 Palmyra Rd Hannibal, Missouri 63401 Phone : 573-221-3675 Url : hlg.edu Email : krichardson@hlg.edu Fax : 1-573-221-6594 Karry Richardson | N | 0 |

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|------------------|---|--|---|
| 16 | Harris-Stowe State University 3026 Laclede Avenue St. Louis, Missouri 63103 Phone : 314-340-3512 Url : www.hssu.edu Email : careerengagement@hssu.edu Fax : 1-314-340-3389 Dr. LaTonia Collins Smith | N | 0 |
| 17 | Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : 816-931-5229 Fax : 1-816-421-6493 Pam Slade | N | 0 |
| 18 | Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 816-232-3108 Email : nerganian@mokangoodwill.org Nshan Erganian | Y | 0 |
| 19 | Highland Community College 803 West Missouri Highland, Kansas 66035 Phone : 785-442-6010 Email : egronniger@highlandcc.edu Eileen Gronniger | Y | 0 |
| 20 | Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : john.delee@sjsd.k12.mo.us John DeLee | Y | 0 |
| 21 | IMKO PRO 900 N Belt Hwy St. Joseph, Missouri 64506 Phone : 816-233-4040 Url : www.imko.com Email : carolynn@imko.com Carolynn Sollars | N | 0 |
| 22 | Indeed.com - Not Directly Contacted by SEU | N | 3 |

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|------------------|--|--|---|
| 23 | Internal Transfer/Promotion | N | 2 |
| 24 | JournalismJobs.com unlisted San Francisco, California Phone : 510-653-1521 Url : www.journalismjobs.com Shannon Diggs Manual Posting | N | 0 |
| 25 | Kansas Association of Broadcasters 214 SW 6th Street Topeka, Kansas 66603 Phone : 785-235-1307 Email : judy@kab.net Fax : 1-785-235-1307 Judy Clouse | Y | 0 |
| 26 | Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5167 Url : lincolnu.edu Email : meyerj@lincolnu.edu Fax : 1-573-681-5165 John Meyer | N | 0 |
| 27 | Lindenwood College 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Url : lindenwood.edu Email : careerdevelopment@lindenwood.edu Fax : 1-636-949-4790 Dana Wehrli | N | 0 |
| 28 | Maryville University 13550 Conway Road St Louis, Missouri 63141 Phone : 314-576-9300 Url : maryville.edu Email : career@maryville.edu Fax : 1-314-529-9923 Lynn Willits | N | 0 |

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|------------------|--|--|---|
| 29 | Mineral Area College 5270 Flat River Road Park Hills, Missouri 63601 Phone : 573-518-3820 Url : mineralarea.edu Email : asheets@mineralarea.edu Alison Sheets | N | 0 |
| 30 | Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper | Y | 0 |
| 31 | Missouri Department of Higher Education & Workforce Development 301 South 7th Street St. Joseph, Missouri 64501 Phone : 816-236-9736 Url : www.greathires.org Email : david.scholz@dhewd.mo.gov Fax : 1-816-387-2029 David Scholz | Y | 0 |
| 32 | Missouri Southern State University 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : http://www.mssu.edu/career/index.php Email : HireALion@mssu.edu Nicole Brown | Y | 0 |
| 33 | Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4080 Url : moval.edu Email : mckayk@moval.edu Fax : 1-660-831-4039 Kellie McKay | N | 0 |

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|------------------|--|--|---|
| 34 | Missouri Vocational Rehabilitation 525 Jules Suite201 St Joseph, Missouri 64501 Phone : 816-617-9177 Email : matthew.gregg@vr.dese.mo.gov Matthew Gregg | Y | 0 |
| 35 | Missouri Western State University 4525 Downs Drive Eder Hall, Suite 202 St. Joseph, Missouri 64507 Phone : 816-271-4292 Url : https://www.missouriwestern.edu/careerdevelopment/ Kay-lynn Taylor Manual Posting | N | 0 |
| 36 | Missouri Western State University 4525 Downs Drive Student Placement Center St. Joseph, Missouri 64507 Phone : 816-271-4206 Email : careercenter@missouriwestern.edu Jean Foster | Y | 0 |
| 37 | NAFB 1100 Platte Falls Road Platte City, Missouri 64079 Url : nafb.com Email : info@nafb.com Tom Brand | N | 0 |
| 38 | Nebraska Broadcasters Assn 11414 West Center Road Suite 342 Omaha, Nebraska 68144 Phone : 402-778-5178 Email : marty@ne-ba.org Fax : 1-402-778-5131 Marty Riemenschneider | N | 0 |
| 39 | Northwest Missouri State University KXCV 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1163 Url : kxcv.org Email : jcoffey@nwmissouri.edu John Coffey | Y | 0 |

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|------------------|---|--|---|
| 40 | Olin School of Business 1 Brookings Drive Box 1157 St. Louis, Missouri 63130 Phone : 314-935-5950 Url : olin.wustl.edu Email : adminwerc@olin.wustl.edu Lisa Wilson | N | 0 |
| 41 | On Air Announcements (one or more SEU stations) 4104 Country Lane St. Joseph, Missouri 64506 Phone : 816-233-8881 Url : www.stjoeradio.com Email : shannon.diggs@eagleradio.net Fax : 1-816-279-8280 Shannon Diggs | N | 1 |
| 42 | Ozark Technical Community College 1001 E Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6964 Url : otc.edu Email : careeremp@otc.edu Susan Blakely | N | 0 |
| 43 | Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones | N | 0 |
| 44 | Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Url : semo.edu Email : careerlinkages@semo.edu Fax : 1-573-651-2532 Sandy White | N | 0 |

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|------------------|---|--|---|
| 45 | Southern Illinois University/Edwardsville SIUE Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : sseiber@siue.edu Fax : 1-618-650-3656 Susan Seibert | Y | 0 |
| 46 | Southwest Baptist University 1600 Universtiy Ave Bolivar, Missouri 65613 Phone : 417-326-5281 Url : sbuniv.edu Email : dsteward@sbuniv.edu Fax : 1-417-328-2091 Dana Steward | N | 0 |
| 47 | St Joseph Post 4104 Country Lane St. Joseph, Missouri 64506 Phone : 18162338881 Url : www.stjosephpost.com Email : brent.martin@eagleradio.net Brent Martin | N | 1 |
| 48 | St. Joseph Chamber of Commerce 3003 Frederick Ave St. Joseph, Missouri 64506 Phone : 816-364-4103 Url : www.saintjoseph.com Deana Greiner Manual Posting | N | 0 |
| 49 | St. Louis Community College 11333 Big Bend Road St. Louis, Missouri 63122 Phone : 314-984-7611 Url : stlcc.edu Email : CES@stlcc.edu Fax : 1-314-984-7447 Rita Reinhardt | N | 0 |

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|------------------|--|--|---|
| 50 | The Rehabilitation Institute 2921 N Belt Hwy St. Joseph, Missouri 64506 Phone : 816-390-8083 Email : jobplace@ponyexpress.net Fax : 1-816-390-8369 Alisha Olson Prong 2 Ended Date: 9/23/2020 | N | 0 |
| 51 | Unknown (source not adequately identified upon inquiry by SEU) | N | 2 |
| 52 | Vatterott College 3131 Frederick St. Joseph, Missouri 64506 Phone : 816-558-7500 Tracie Hanson Manual Posting | N | 0 |
| 53 | Washburn University Career Services 1700 SW College Ave Morgan Hall 123 Topeka, Kansas 66621 Phone : 785-670-1450 Url : www.washburn.edu Email : kent.mcanally@washburn.edu Kent McAnally | Y | 0 |
| 54 | William Woods University One University Avenue Fulton , Missouri 65251 Phone : 573-592-4313 Url : williamwoods.edu Email : Amy.Dittmer@WilliamWoods.edu Fax : 1-573-592-1146 Amy Dittmer | N | 0 |
| 55 | Women's Employment Network 920 Main Suite 100 Kansas City, Missouri 64105 Phone : 816-822-8083 Url : kcwen.org Email : tbomar@kcwen.org Fax : 1-816-822-8607 Bomar Tonia | N | 0 |

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|--|---|--|---|
| 56 | Word of Mouth Referral | N | 3 |
| 57 | 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: | | | 15 |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|---|
| 1 | 10/2/2019 | Participation in events or programs sponsored by educational institutions | On October 2-3, 2019, the SEU participated in the My Success Event in St. Joseph sponsored by the St. Joseph Chamber of Commerce. Sophomores from 49 high schools in the region attended the event to find out about careers and the education necessary to secure a job in their desired career path. | 4 | Office Manager Director of Operations Production Director Sports Director |
| 2 | 12/3/2019 | Provision of training to management | On December 3, 2019, the SEU's General Manager participated in the "When Taking Care of Business Requires Working Overtime" webinar conducted by Pillsbury Winthrop Shaw Pittman LLP. The webinar covered the topic of overtime exemptions under the Fair Labor Standards Act (FLSA). It focused on an overview of the law, its penalties, and strategies the SEU can follow to remain in compliance. | 1 | General Manager |
| 3 | 9/1/2020 | Establishment of training programs for station personnel | The SEU established a three-month-long mentor and training program for the SEU's Administrative & Traffic Assistant. This program is marketing-focused and targets broadcast sales. As part of this program, the trainee goes on sales calls with SEU sales staff members, attends remotes with sales and programming staff, attends outside station promotional events under guidance of sales staff, learns proposal creation, and trains in sales presentations. | 6 | Administrative & Traffic Assistant Office Manager General Manager Relationship Manager |