

**EEO PUBLIC FILE REPORT**

**Reporting Period:** October 1, 2016 - September 30, 2017

**Stations Included in Report:** KRVI-FM, KSGF-AM, KSGF-FM, KSPW-FM, KTTS-FM

**I. List of Recruitment Sources**

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				3
C2	Internal Candidate / WorkLife				2
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			12
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		13
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				5
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		5
C135	Daily Clips				1

**Local Sources**

L1	American Broadcasting School*	712 N. Watson Road Ste. 200 Arlington, TX 76011	Michelle McConnell michelle@radioschool.com	817-695-2474	
L2	American Indian Center of Springfield	309 N. Jefferson Springfield, MO 65806	Rose Miller aicrmiller@kc.rr.com	417-866-3439	
L3	Bates Technical College*	2320 South 19th St. Tacoma, WA 98405	Shirley Miller skmiller@bates.ctc.edu	253-680-7752	
L4	Central Michigan University*	340 Moore Hall Mt. Pleasant, MI 48859	Michelle Kalisek kalis1m@cmich.edu	989-774-3851	
L5	City of Springfield - Missouri Career Center	2900 E. Sunshine Springfield, MO 65804	Amy Robb amy.robb@ded.mo.gov	417-841-1897	
L6	Emerson College*	113 Gray Street Arlington, MA 2476	Mary Sullivan careers@emerson.edu	781-646-1077	
L7	Evangel University	1111 N. Glenstone Springfield, MO 65802	Donna Trower career@evangel.edu	865-2811 865-2881 x7369	
L8	Lakes County Rehabilitation Center	2626 W. College Springfield, MO 65802	Ryan Edward redward@aoinc.org	417-862-1753	
L9	Missouri Broadcasters Association	1025 Northeast Dr Jefferson City, MO 65109	Terry Harper tharper@mbaweb.org	573-636-6692	

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L10	Missouri Career Center	1514 S. Glenstone Springfield, MO 65804	Sheila Schembri sschembri@springfieldmo.gov	417-887-4343	
L11	Ohio & Illinois Center for Broadcasting *	530 South State Street Chicago, IL 60605	Don Clark dclark@beonair.com	312-884-8000	
L12	Southern Illinois University-Edwardsville*	6 Hairpin Drive Edwardsville, IL 62026	Olivia Tetter careerdevelopment@siue.edu	618-453-2391	
L13	Southern Missouri State University	901 S. National Springfield, MO 65804	Margie Wieland marjoriewieland@missouristate.edu	507-537-7103	
L14	Springfield College	1010 W. Sunshine Springfield, MO 65807	Angela Gannon agannon@cci.edu	417-864-7220	
L15	University of North Texas *	PO Box 310589 Denton, TX	Phyllis Slocum Slocum@unt.edu	940-565-2565	
L16	University of Wisconsin-Oshkosh Radio, TV & Film*	800 Algoma Blvd. Oshkosh, WI 54901	Justine Stokes stokesj@uwosh.edu	920-424-3133	
L17	Drury University	900 N. Benton Ave, Springfield, MO 65802	www.collegecentral.com/drury/Employer.cfm	417-873-7879	
L18	Ozarkshelpwanted.com	RegionalHelpWanted.com One Civic Center Plz, Suite 506 Poughkeepsie, NJ 12601	Debbie Maddox www.ozarkshelpwanted.com	800-365-8630	
L19	Missouri Southern State University	3950 E. Newman Road Joplin, MO 64801	Nicole Brown www.mssu.edu/career	417-625-9300	
L20	University of Colorado at Boulder School of Journalism and Mass Communication*	1511 University Ave. 478ucb Boulder, CO 80309	Christine Mahoney https://www.myinterfase.com/cuboulder_journalism/employer/	303-492-0460	

**Total Number of Interviewees Referred: 41**

**EEO PUBLIC FILE REPORT****II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Radio [12011]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, C135	Code Number: C130 Start Date: 2017-02-13
Account Exec, Radio [12693]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C130 Start Date: 2017-04-24
Account Exec, Radio [12693]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C1 Start Date: 2017-08-23
Account Exec, Radio [13417]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134	Code Number: C97 Start Date: 2017-09-25
Traffic Assistant I [11965]	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	Code Number: C130 Start Date: 2016-10-05

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM Date of station participation: September 20, 2016, 8am to 12pm Host/Sponsor of activity: MSU (Missouri State University) Participating employees: General Sales Manager; VP/GM This Career Expo was sponsored by MSU (Missouri State University). The students are returning to campus and will be preparing for the Career Expo by attending our required professionalism workshop. Goal is to be a distinctive difference in our students' preparation and presentation. The host(s) set up booths for participating businesses, and we purchased one of those booths. Management who was actively involved in the search for employees attended the event, taking resumes and doing interviews with interested students. Qualifications for open positions were discussed, and those positions included: Account Executive (full-time); KTTS News Reporter/Anchor (part-time); Traffic Coordinator (full-time); Sales Assistant (full-time).

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM Participation in Coffee Chat recruiting event by the sales management team who are responsible for making the hiring decisions. Date of station participation: Coffee Chat October 19, 2016 7:30am to 4pm Host/Sponsor of activity: MSU (Missouri State University) Participating employees: General Sales Manager; Local Sales Manager Brief description of activity and station participation: Recruiting for Account Executive positions by scheduling interviews with prospective candidates. This event was scheduled through Event Brite.

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM Date of station participation: February 28, 2017, 12pm to 4pm Host/Sponsor of activity: MSU (Missouri State University) Participating employees: KTTS News Director, HR/Office Manager Brief description of activity and station participation: This Career Expo was sponsored by MSU (Missouri State University). The host(s) set up booths for participating businesses, and we purchased one of those booths. Management who was actively involved in the search for employees attended the event, taking resumes and doing interviews with interested students. Qualifications for open positions were discussed, and those positions included: Account Executive (full-time); KTTS News Reporter/Anchor (full-time); KTTS News Reporter/Anchor (part-time).

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM Date of station participation: Coffee Chat May 10, 2017 7:30am to 4pm Host/Sponsor of activity: MSU (Missouri State University) Participating employees: General Sales Manager; Local Sales Manager Brief description of activity and station participation: Recruiting for Account Executive positions by scheduling interviews with prospective candidates. This event was scheduled through Event Brite.</p>
	<p>Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM Date of station participation: September 19, 2017, 10am to 2pm Host/Sponsor of activity: MSU (Missouri State University) Participating employees: General Sales Manager; Local Sales Manager Brief description of activity and station participation: This Career Expo was sponsored by MSU (Missouri State University). The host(s) set up booths for participating businesses, and we purchased one of those booths. Management who was actively involved in the search for employees attended the event, taking resumes and doing interviews with interested students. Qualifications for the Account Executive open positions were discussed.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>KSGF-FM Date program began: Missouri Broadcasters Association Radio Talent Institute July 30 to August 6 Participating employees: Board Operator Brief description of activity and station participation: The employee is currently attending Missouri State University to achieve her Bachelor Degree in Broadcasting. Due to her ambition and interest in the field of broadcasting, the Springfield Market nominated her for the Missouri Broadcasters Association scholarship which she was selected for and received.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Station(s) Claiming Credit: KTTS-FM News Date of station participation: December 16, 2016 Host/Sponsor of activity: Sparta Elementary Participating employees: Assistant News Director Brief description of activity and station participation: The Assistant News Director, was the speaker for the entire Sparta Elementary School. During her presentation, she talked about the job and educational requirements to be successful in a role of News Reporter/Anchor. Also discussed the expectations of the job and told the students stories/facts of the job. At the end of the presentation, opened it up for questions from the students.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Station(s) Claiming Credit: KTTS-FM News Date of station participation: January 18, 2017 Host/Sponsor of activity: Ozark North Elementary 3rd Grade Classes Participating employees: Assistant News Director Brief description of activity and station participation: The Assistant News Director, was the speaker for the elementary 3rd grade classes at Ozark. During her presentation, she talked about the job and educational requirements to be successful in a role of News Reporter/Anchor. Also discussed the expectations of the job and told the students stories/facts of the job.</p>
	<p>Station(s) Claiming Credit: KTTS-FM News Date of station participation: January 28, 2017 Host/Sponsor of activity: Ozark North Elementary 4th Grade Classes Participating employees: Assistant News Director Brief description of activity and station participation: The Assistant News Director, was the speaker for the elementary classes at Ozark North Elementary School. During her presentation, she talked about the job and educational requirements to be successful in a role of News Reporter/Anchor. Also discussed the expectations of the job and told the students stories/facts of the job.</p>
	<p>Station(s) Claiming Credit: KTTS-FM News Date of station participation: March 27, 2017 Host/Sponsor of activity: Political Forum Participating employees: Assistant News Director Brief description of activity and station participation: The Assistant News Director, was the speaker for the entire elementary classes at Sparta. During her presentation, she talked about the current political forum including her career and educational requirements to be successful in a role of News Reporter/Anchor. Also discussed the expectations of the job and told the students stories/facts of the job.</p>