

KWWR, KXEO
EEO PUBLIC FILE REPORT
October 1, 2014 - October 1, 2016

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
Creative Services Director	38	38
Sales Manager - Trainer	1-37, 39-66	46

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Indian Council 310 Armour Rd, Ste 205 N. Kansas City, Missouri 64116 Phone : 816-471-4898 Email : cmolle@indiancouncil.net Fax : 1-816-471-8543 Christine Molle	N	0
2	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Kara Savio	N	0
3	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : mba@mbaweb.org Fax : 1-314-647-1575 Kara Savio	N	0
4	Broadcast Center of St. Louis 2360 Hampton St. Louis, Missouri 63139 Phone : 314-647-8181 Fax : 1-314-647-1575 JoAnn Carroll	N	0
5	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Email : mba@mbaweb.org Fax : 1-660-248-3469 Mark Kelty	N	0
6	Central Methodist College 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Fax : 1-660-248-3469 Marty Kooi	N	0

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7	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel	N	0
8	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : mba@mbaweb.org Fax : 1-417-690-3246 Ron Martin	N	0
9	College of the Ozarks P.O. Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-335-2618 Charles Hughes	N	0
10	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0
11	Columbia Daily Tribune 101 North 4th Street Columbia, Missouri 65201 Phone : (573) 815-1855 Fax : 1-573-815-1701 Classified Department	N	0
12	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : Dylan.minor@ded.mo.gov Fax : 1-573-526-3494 Dylan Minor	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Email : mba@mbaweb.org Fax : 1-417-873-7808 Tina Moore	N	0
14	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Fax : 1-417-873-7821 Drury College Drury College	N	0
15	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Fax : 1-417-873-7808 Tina Moore	N	0
16	Fontbonne College 6800 Wydown Boulevard St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
17	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
18	Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : www.tornadic.com/gci/ Fax : (816) 561-7009 Frances Wallace	N	0

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19	Hannibal-Lagrange College 2800 Palmyer Road Hannibal, Missouri 63401 Phone : 573-221-3675 Email : mba@mbaweb.org Fax : 1-573-221-6594 Dr. Karry Richardson	N	0
20	Hannibal-LaGrange College 2800 Palmyra Road Hannibal, Missouri 63401 Phone : 573-221-3675 Fax : 1-573-221-6594 Dr. Karry Richardson	N	0
21	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Email : mba@mbaweb.org Fax : 1-314-340-3389 Wanda McNeal	N	0
22	Heart of America Indian Center 600 West 39th St. Kansas City, Missouri 64111 Phone : (816) 931-5229 Url : members.aol.com/indianbrav/haic.html Fax : (816) 421-6493 Director of Placement	N	0
23	KRCG-TV Job Link 13 P.O. Box 659 Jefferson City, Missouri 65102 Phone : (573) 443-1300 Fax : 1-573-896-5193 Jeff Jones	N	0
24	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0

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25	Lindenwood College 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Email : mba@mbaweb.org Fax : 1-636-949-4790 Dana Wehrli	N	0
26	Maryville University 13550 Conway Road St. Louis, Missouri 63141 Phone : 314-529-9518 Fax : 1-314-529-9923 Rob Weiss	N	0
27	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
28	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	N	0
29	Missouri School of Journalism, Career Services 215 A Reynolds Journalism Institute University of Missouri Columbia, Missouri 65211 Phone : 573-884-1909 Email : MUJourCareerServices@missouri.edu Laura Redfield-Jacobs	N	0
30	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Email : mba@mbaweb.org Fax : 1-417-625-9338 Pat Hurley	N	0

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31	Missouri Southern State College 3950 E Newman Rd Joplin, Missouri 64801 Phone : 417-625-9300 Fax : 1-417-625-3121 Missouri Southern State College Missouri Southern State College	N	0
32	Missouri Southern State College 3950 E. Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Fax : 1-417-625-9338 Pat Hurley	N	0
33	Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5636 Fax : 1-417-836-6797 Jack Hunter	N	0
34	Missouri Valley College 500 East College Marhall, Missouri 65340 Phone : 660-831-4080 Email : mba@mbaweb.org Brie Dittmer	N	0
35	Missouri Valley College 500 E. College Marshall, Missouri 65340 Phone : 660-831-4080 Fax : 1-660-831-4039 Kelley McKay	N	0
36	North Central Missouri College 1301 Main Street Trenton, Missouri 64683 Phone : 660-359-3948 Fax : 1-660-359-2211 Kristi Weldon	N	0
37	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Email : career@nwmissouri.edu Stacey Stokes	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Radio Recruitment Ad	N	1
39	SMSU 901 S. National Springfield, Missouri 65804 Phone : 417-836-6861 Fax : 1-417-836-6861 Margie Wieland	N	0
40	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Fax : 1-573-651-2532 Jerry Westbrook	N	0
41	Southwest Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5636 Jack Hunter	N	0
42	Southwest Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5000 Southwest Missouri State University Southwest Missouri State University	N	0
43	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Email : mba@mbaweb.org Fax : 1-314-977-3486 Scott Plowman	N	0
44	St. Louis University 221 North Grand St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 James Buck	N	0

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45	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : styler@urbanleague.stl.org Fax : 1-314-531-7462 Sidney Tyler	N	0
46	Trade Website	N	5
47	Truman State University 100 E. Normal Kirksville, Missouri 63501 Phone : 660/785-4353 Url : www.truman.edu Fax : 660/785-4366 Jan Fishback	N	0
48	University of Missouri - Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Fax : 1-573-882-5440 Amanda Nell	N	0
49	University of Missouri - Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5515 Kelly Limpic	N	0
50	University of Missouri - Rolla 304 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4114 Fax : 1-573-341-4253 Leann Morton	N	0
51	University of Missouri - St. Louis 8001 Natural Bridge Road St. Louis, Missouri 63121 Phone : 314-516-5100 Fax : 1-314-516-6535 Emily McEneny	N	0

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52	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	0
53	University of Missouri- Kansas City 5100 Rockhill Rd Kansas City , Missouri 64110 Phone : 816-235-1000 Fax : 1-816-235-1717 University of Missouri- Kansas City University of Missouri- Kansas City	N	0
54	University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla	N	0
55	University of Missouri- St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-5378 University of Missouri- St. Louis University of Missouri- St. Louis	N	0
56	University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis , Missouri 63121 Phone : 314-516-5100 Email : mba@mbaweb.org Fax : 1-314-516-6535 Emily Mceneny	N	0
57	University of Missouri-Rolla 1870 Miner Circle/303 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4254 Email : mba@mbaweb.org Fax : 1-573-341-4253 LeAnn Morton	N	0

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58	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Email : mba@mbaweb.org Fax : 1-314-935-5905 Mark Smith	N	0
59	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5972 Email : careers@wustl.edu Fax : 1-314-935-5907 Lea Luchetti	N	0
60	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Fax : 1-314-968-7112 Webster University Webster University	N	0
61	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Fax : 1-314-968-7478 Ray Angle	N	0
62	Westminster College no listing Fulton, Missouri 65251 Phone : 573-642-3361 Fax : 1-573-642-6356 Westminster College Westminster College	N	0
63	Westminster College 501 Westminster Avenue Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0

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64	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : mba@mbaweb.org Fax : 1-816-415-5027 Judy Rychlewski	N	0
65	William Jewell College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Fax : 1-816-415-5027 Judy Rychlewski	N	0
66	William Woods University 1 University Avenue Fulton, Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 Joe Potter	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/20/2014	Participation in other activities designed by the station employment unit	Gave Speech to Mexico area AARP group about station.	1	General Manager
2	11/5/2014	Participation in Job Fairs	Participated in the Fulton Area Chamber Job Fair at the Callaway Electric Cooperative from 10am-5pm.	1	General Manager
3	1/15/2015	Establishment of training programs for station personnel	MPRA Northeast Region Media & Marketing Workshop	1	Announcer
4	2/24/2015	Participation in events or programs sponsored by educational institutions	Greg went to North Callaway High School and talked to classes most of the day about Broadcasting as a career.	1	Music Director
5	3/18/2015	Participation in Job Fairs	Participated in the William Woods Job Fair,	1	General Manager
6	6/1/2015	Listing of each upper-level category opening in a job bank or newsletter	Listed our Sales Manager's Opening in several trade publications.	1	General Manager
7	6/28/2015	Listing of each upper-level category opening in a job bank or newsletter	Listing on the News Director's position	1	General Manager
8	10/15/2015	Participation in Job Fairs	Aimee Higgins participated in the Mexico Area Job Fair.	1	News Anchor
9	2/2/2016	Participation in other activities designed by the station employment unit	Job Shadow Day	4	General Manager Sales Executive News Director Announcer
10	2/16/2016	Participation in events sponsored by community groups	One of the local Boy Scout troops brought by some Cub Scouts to tour the facility.	6	General Manager Personnel
11	2/25/2016	Participation in events or programs sponsored by educational institutions	North Callaway FFA Station Tour	8	General Manager Personnel
12	3/8/2016	Participation in events sponsored by community groups	The local Boy Scout troop brought the boy scouts to tour the station.	3	General Manager Office Manager Announcer
13	6/3/2016	Provision of training to management	Attended the Missouri Broadcasters Association Convention in Branson and partook of training sessions.	2	General Manager Office Manager

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14	6/4/2016	Provision of training to management	Attended the Missouri Broadcasters Association Convention in Branson and partook of training sessions.	2	General Manager Office Manager
15	8/4/2016	Sponsorship of events in the community designed to increase public awareness	Hosted the First ever Bulldog Block Party in downtown Mexico. Despite the heat, we had a great turnout. KXEO also hosted a booth that hosted games for youngsters AND spoke of employment opportunities at the radio stations.	9	General Manager Office Manager News Director
16	8/21/2016	Establishment of a mentoring program	Began work on studios at the local high school, to begin a mentoring and internship program with actual work in all broadcast capacities.	2	General Manager Contractor
17	8/28/2016	Establishment of an intern program designed to assist members of the community	Began an internship program with Westminster College in Fulton. Three phase, Advertising, on-Air and Promotions. First student started today.	2	General Manager Programming
18	9/27/2016	Participation in Job Fairs	Participated in the Westminster College Career Fair 2016.	1	General Manager