

KDBB, KFMO
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
Martketing Advisor	2, 4-6, 12, 14-18, 20	6
Creative Services Director	2-6, 8, 10, 12-13, 15-18, 20	6
Operations Manager	9	9
Operations Manager	9	9
Office/Traffic	1, 19	19
Assistant Program Director/Sportscaster	2, 4-5, 11-12, 14-16, 18-20	19
Account Executive	2, 5, 7, 11-12, 15-18, 20	7

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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	B104FM.COM PO BOX 36 PARK HILLS, Missouri Phone : 5734311000 Fax : 1-572-431-0850 LARRY JOSEPH	N	0
2	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
3	Central Methodist College 411 Central Methodist Square Fayette, Missouri 65270 Phone : 660-248-6223 Url : centralmethodist.edu Email : rcobb@cmc.edu Fax : 1-660-248-6266 Robyn Cobb	N	0
4	Central Missouri State Univ University Union 302 Warrensburg, Missouri 64093 Phone : 660-543-4111 Email : mba@mbaweb.org Fax : 1-660-543-4668 Theresa Alewel	N	0
5	Columbia College 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-7425 Fax : 1-573-875-7209 Don Malson	N	0
6	Current Employee	N	2
7	Employee Referral	N	1
8	Harris-Stowe State College 3029 Laclede Ave Rm 119 St Louis, Missouri 63103 Phone : 314-340-3512 Email : careerservices@hssc.edu Fax : 1-314-340-3389 Wanda McNeil	N	0

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9	Internal Hire	N	2
10	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-789-3951 Email : bgross@jeffco.edu Bob Gross	N	0
11	Mineral Area College 5270 Flat River road park hills, Missouri 63601 Phone : 5735183841 Email : asheets@mineralarea.edu Allison Sheets	N	0
12	Missouri Broadcasters Association P.O. Box 10445 Jefferson City, Missouri 65110-4445 Phone : 573-636-6692 Email : tharper@mbaweb.org Fax : 1-573-634-8258 T Harper	N	0
13	Missouri Career Center 403 Parkway Drive Park Hills, Missouri 63601 Phone : 573-518-2431 Email : gladysfrazier@ded.mo.gov Fax : 1-573-518-2439 Gladys Frazier	N	0
14	Other Source	N	5
15	Southwest Missouri State Univ 901 South National Springfield, Missouri 65804 Phone : 417-836-5000 Email : careerservices@smsu.edu Fax : 1-417-836-6797 Attn Vicki	N	0
16	Unitec Career Center 7163 Raider Rd Bonne Terre, Missouri 63628 Phone : 573-358-2271 Email : Lkekec@ncsd.k12.mo.us Larry Kekec	N	0

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17	University of Missouri - St Louis One University Blvd St Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-6535 Career Services	N	0
18	Westminster College 501 Westminster Ave Fulton, Missouri 65251 Phone : 573-642-5138 Email : CareerSrv@westminster-mo.edu Virginia Hall	N	0
19	Word of Mouth Referral	N	2
20	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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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	12/4/2018	Participation in scholarship programs	On air promotions, detailing MBS Scholarship programs. Offering information to apply.	5	
2	12/4/2018	Establishment of an intern program designed to assist members of the community	On air promotions, detailing MKS, INC's Internship program, allowing those interested in broadcasting to get hands on experience.	2	
3	4/2/2019	Participation in events or programs sponsored by educational institutions	Middle School student job shadowing Glen Berry in the Programing Department for her school career class.	1	Programmer