

KKLH-104.7, KOMG 105.1, KOSP 92.9, KQRA-102.1**EEO PUBLIC FILE REPORT****October 1, 2014 - September 30, 2015****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
ADMINISTRATIVE ASSISTANT	1-4, 6-7, 9, 11, 14-15, 17-19, 21-31, 33-35, 37-41, 43, 45-53, 55-67	21
On Air Personality	1, 3-4, 6-7, 9, 11, 14-15, 17-19, 22-31, 33-35, 37-41, 43-52, 55-57, 59-67	1
Program Director	1, 3-4, 6-7, 9, 11, 14-15, 17-20, 22-31, 34-35, 37-41, 43-52, 55-57, 59-67	1
On Air Personality	1, 3-4, 6-9, 14-19, 22-31, 34-35, 37-38, 40-41, 43-52, 55-57, 59-67	8
Account Executive	1-7, 9, 11-12, 14, 16-19, 22-31, 34-37, 39-51, 53-65, 67	12
Marketing Relations Coordinator	1-4, 6-7, 9, 11-14, 16-19, 22-32, 34-35, 37, 39-41, 43-51, 53, 55-67	12
PRODUCTION DIRECTOR	1-4, 6-7, 9-11, 14, 16-20, 22-31, 34-35, 37, 39-41, 43-53, 55-67	10
Account Executive	1, 3-4, 6-7, 9, 11-12, 14, 16-20, 22-31, 34-35, 38-53, 55-67	12
Account Executive	1, 3-4, 6-7, 9, 11-12, 14, 16-20, 22-31, 34-35, 38-53, 55-67	12
Account Executive	1, 3-4, 6-7, 9, 11-12, 14, 16-20, 22-31, 34-35, 38-53, 55-67	12
Account Executive	1, 3-4, 6-7, 9, 11-12, 14, 16-20, 22-31, 34-35, 38-53, 55-67	12

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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	ALL ACCESS 28955 PACIFIC COAST HIGHWAY MALIBU, California 90265 Phone : 310-457-6616 Joel Denver Manual Posting	Y	11
2	ARKANSAS EMPLOYMENT & TRAINING ASSOCIATION P.O. BOX 190 HARRISON, Arkansas 72602 Phone : 479-587-3570 Fax : 1-479-587-3577 Northwest Arkansas Workforce Investment Board	N	0
3	AVA HIGH SCHOOL 507 NORTHEAST 3RD STREET PO BOX 338 AVA, Missouri 65608 Phone : 417-683-5747 Fax : 1-417-683-2306 Career Services	Y	0
4	AVA SENIOR COMMUNITY CENTER 109 NORTHEAST 2ND STREET AVA, Missouri 65608 Phone : 417-683-5712 Fax : 1-417-683-1266 Bonnis Evans	Y	0
5	Call In	N	1
6	COLLEGE OF THE OZARKS POINT LOOKOUT, Missouri 65726 Phone : 417-690-3248 Fax : 1-417-690-3246 James Freeman	Y	0
7	COMMUNITY PARTNERSHIP OF THE OZARKS 1229 E SEMINOLE SPRINGFIELD, Missouri 65804 Phone : 417-888-2020 Fax : 1-417-888-2322 Job Placement	Y	0
8	Consultant Referral	N	3

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9	CONWAY HIGH SCHOOL 726 W JEFFERSON AVE CONWAY, Missouri 65632 Phone : 417-589-2941 Fax : 1-417-589-2500 Career Services	Y	0
10	Current Employee/Internal Promotion	N	1
11	DORA WHITE COMMUNITY CENTER 200 W 1ST ST MOUNTAIN GROVE, Missouri 65711 Phone : 417-926-5867 Fax : 1-417-926-6343 Job Placement	Y	0
12	Employee Referral	N	22
13	Employment Agency	N	2
14	EVANGEL UNIVERSITY 1111 N GLENSTONE AVE SPRINGFIELD, Missouri 65802 Phone : 417-865-2811 Fax : 1-417-865-9599 Career Services	Y	0
15	EXPERIENCE WORKS PO BOX 3513 Springfield, Missouri 65808 Phone : 417-887-1704 Email : phyllis_hall@experienceworks.org Fax : 1-417-887-6945 Phyllis Hall	Y	0
16	FAMILY VIOLENCE CTR WOMENS PGM PO BOX 5972 SPRINGFIELD, Missouri 65801 Phone : 417-837-7700 Fax : 1-417-837-7770 Case Managers	Y	0
17	FORDLAND HIGH SCHOOL 1248 SCHOOL ST PO BOX 118 FORDLAND, Missouri 65652 Phone : 417-738-2212 Fax : 1-417-767-2240 Career Services	Y	0

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18	HARBOR LIGHT 1707 WEST CHESTNUT SPRINGFIELD, Missouri 65802 Phone : 417-862-5509 Fax : 1-417-862-1135 Denise Loftan	Y	0
19	HARTVILLE HIGH SCHOOL 175 N SCHOOL AVE PO BOX 460 HARTVILLE, Missouri 65667 Phone : 417-741-6223 Fax : 1-417-741-6668 Career Services	Y	0
20	Internal Posting 2453 E Elm Springfield, Missouri Brandi Rogers Manual Posting	N	1
21	Job posting on internet	N	5
22	LAKES CO REHABILITATION CENTER 2626 W COLLEGE ROAD SPRINGFIELD, Missouri 65801 Phone : 417-862-1753 Fax : 1-417-864-7981 Job Developer	Y	0
23	MANSFIELD HIGH SCHOOL 315 W OHIO ST MANSFIELD, Missouri 65704 Phone : 417-924-3236 Fax : 1-417-924-8789 Career Services	Y	0
24	MARSHFIELD HIGH SCHOOL 660 N LOCUST ST MARSHFIELD, Missouri 65706 Phone : 417-859-2165 Fax : 1-417-859-7756 Career Services	Y	0
25	MISSOURI CAREER CENTER 1756 BEE CREEK RD STE B BRANSON, Missouri 65616 Phone : 417-334-4156 Fax : 1-417-334-4159 Job Placement	Y	0

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26	MISSOURI CAREER CENTER 111 N ELM ST NEVADA, Missouri 64772 Phone : 417-448-1177 Fax : 1-417-448-1139 Annette Moberly	Y	0
27	MISSOURI CAREER CENTER 2639 S JEFERSON STE 1 LEBANON, Missouri 65536 Phone : 417-532-6146 Fax : 1-417-532-6013 Vickie Pettit	Y	0
28	MISSOURI CAREER CENTER 1514 S GLENSTONE SPRINGFIELD, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Amy Robb	Y	0
29	MISSOURI CAREER CENTER 115 W HWY 54 PO BOX 66 CAMDENTON, Missouri 65020 Phone : 573-346-5616 Fax : 1-573-346-2007 Kathy Meisner	N	1
30	NIANGUA HIGH SCHOOL 301 RUMSEY ST NIANGUA, Missouri 65713 Phone : 417-473-6101 Fax : 1-417-473-1056 Career Services	Y	0
31	NIXA HIGH SCHOOL 205 NORTH ST NIXA, Missouri 65714 Phone : 417-725-7450 Fax : 1-417-725-3847 Career Services	Y	0
32	Non-Employee Referral	N	1

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33	NORTH ARKANSAS COLLEGE 1515 POINEER RIDGE HARRISON, Arkansas 72601 Phone : 870-743-3000 Fax : 1-870-743-3577 Alice Scroggins	Y	0
34	NORTHWEST ARKANSAS COMMUNITY COLLEGE 1 COLLEGE DRIVE BENTONVILLE, Arkansas 72712 Phone : 501-639-9222 Email : career_services@nwacc.edu Fax : 1-501-619-4116 Job Placement	Y	0
35	NORTHWEST ARKANSAS LOCAL WORKFORCE INVESTMENT BOARD 818 HWY 62-65-412 NORTH HARRISON, Arkansas 72602 Phone : 870-741-1905 Fax : 1-870-741-1905 Jane Wheeler	Y	0
36	On Air Recruitment Ad	N	1
37	OZARK HIGH SCHOOL 11096 W JACKSON PO BOX 166 OZARK, Missouri 65721 Phone : 417-581-7521 Fax : 1-417-582-5960 Career Services	Y	0
38	OZARK SENIOR CENTER 104 S 1ST ST PO BOX 681 OZARK, Missouri 65721 Phone : 417-581-2538 Fax : 1-417-581-0409 Career Services	N	0
39	OZARKS AREA COMMUNITY ACTION CORPORATION 204 EAST ELM STREET PO BOX 416 OZARK, Missouri 65721 Phone : 417-581-7631 Fax : 1-417-581-4837 Pat Stinman	Y	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
40	POLK COUNTY DIV OF FAMILY SERVICES PO BOX 669 BOLIVAR, Missouri 65613 Phone : 417-326-6241 Fax : 1-417-326-6265 Claudia House	Y	0
41	Radio 1 Broadcast School 700 3rd Street North Suite LL7 LaCrosse, Wisconsin 54601 Phone : 507-450-4604 Email : director@radio1school.com Joe Deschler	N	0
42	Radio Recruitment Ad	N	4
43	REHAB SERVICES FOR THE BLIND 149 PARK CENTRAL SQ SPRINGFIELD, Missouri 65806 Phone : 417-895-6386 Fax : 1-417-895-6392 Job Placement	Y	0
44	SALVATION ARMY 502 S FULTON ST CARTHAGE, Missouri 64836 Phone : 417-358-2262 Fax : 1-417-358-1327 Career Services	Y	0
45	SEYMOUR HIGH SCHOOL 416 E CLINTON SEYMOUR, Missouri 65746 Phone : 417-935-4508 Fax : 1-417-935-4539 Career Services	Y	0
46	SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE STATE RT 157 EDWARDSVILLE, Illinois 62026 Phone : 618-650-3708 Email : tdugan@siue.edu TAMMY DUGAN	N	0

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47	SOUTHERN MISSOURI UNIVERSITY 901 S NATIONAL SPRINGFIELD, Missouri 65804 Phone : 417-836-5636 Email : careercenter@missouristate.edu Fax : 1-417-836-5656 Maggie Stewart	N	0
48	SOUTHERN UNIVERSITY A & M COLLEGE/CAREER SERVICES P.O. BOX 10980 BATON ROUGE, Louisiana 70813 Phone : 225-771-2200 Email : tamara_montgomery@subr.edu Fax : 1-225-771-3272 Tamera Montgomery	N	0
49	SOUTHWEST BAPTIST UNIVERSITY 1600 UNIVERSITY AVE BOLIVAR, Missouri 65613 Phone : 417-328-5281 Fax : 1-417-328-1514 Career Services	Y	0
50	SPARTA HIGH SCHOOL 217 DIVISION ST PO BOX 160 SPARTA, Missouri 65753 Phone : 417-634-3224 Fax : 1-417-634-0091 Career Services	Y	0
51	SPRINGFIELD COLLEGE 1010 W SUNSHINE SPRINGFIELD, Missouri 65807 Phone : 417-864-7220 Fax : 1-417-864-5697 Career Services	Y	0
52	STATE EMPLOYMENT COMMISSION 759 HWY 62 NE STE 70 PO BOX A-1 MOUNTAIN HOME, Arkansas 72653 Phone : 870-425-2386 Fax : 1-870-424-6056 Donna Smith	N	0

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53	STATE EMPLOYMENT COMMISSION 818 N HWY 62-65 PO BOX 280 HARRISON, Arkansas 72602 Phone : 870-741-8236 Fax : 1-870-741-7901 Ross Parker	Y	0
54	Station Website	N	1
55	STRAFFORD HIGH SCHOOL 201 W MCCABE PO BOX 97 STRAFFORD, Missouri 65757 Phone : 417-736-7000 Email : brendag@straffordschools.net Fax : 1-417-736-7020 BRENDA GRASS	Y	0
56	University of Wisconsin-LaCrosse 1725 State Street 203 Wing La Crosse, Wisconsin 54601 Phone : 608-785-8369 Email : pturner@uwlax.edu Fax : 1-608-785-6719 Pat Turner	N	0
57	VATTEROTT COLLEGE 1258 E TRAFFICWAY SPRINGFIELD, Missouri 65802 Phone : 417-831-8116 Fax : 1-417-831-5099 Career Services	Y	0
58	VOCATIONAL REHABILITATION 1801 W AUSTIN BLVD PO BOX DRAWER 5 NEVADA, Missouri 64772 Phone : 417-448-1332 Fax : 1-573-751-1441 Job Placement	Y	0
59	VOCATIONAL REHABILITATION 801 E 15TH ST JOPLIN, Missouri 64804 Phone : 417-629-3067 Fax : 1-417-629-3148 Job Placement	Y	0

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60	VOCATIONAL REHABILITATION 1735 W CATALPA STE C SPRINGFIELD, Missouri 65807 Phone : 417-895-5720 Fax : 1-417-895-5725 Kimberly Conrad	Y	0
61	WEIU-FM 600 LINCOLN AVE CHARLESTON, Illinois 61920 Phone : 217-581-6650 Email : jeff@weiu.net Fax : 1-217-581-6650 Jeff Owens	N	0
62	WESTERN KENTUCKY UNIVERSITY 1906 COLLEGE HEGIHTS BLVD #11070 BOWLING GREEN, Kentucky 42101-1070 Phone : 270-745-5249 Email : james.letourneau@wku.edu James Letourneau	N	0
63	WIZM/WKTY/WRQT/KQYB/KCLH 201 STATE STREET LACROSSE, Wisconsin 54601 Email : kristyn@mwfroadcasting.com Career Services	Y	0
64	WJJO/WMGN/WDY/WJQM/WWQM/WWQN/WHIT/ WLMV PO BOX 44408 MADISON, Wisconsin 53744 Phone : 608-273-1000 Email : hope.q@mwfbg.net Career Services	Y	0
65	WMAY/WNNS/WQLZ/WLCE 1510 N THIRD ST RIVERTON, Illinois 62561 Email : cristine@wnns.com Long Nine Inc.	Y	0
66	WRIGHT CO HEALTH DEPT 203 S MAIN PO BOX 97 HARTVILLE, Missouri 65667 Phone : 417-741-7791 Fax : 1-417-741-7108 Bruce Jenkins	Y	0

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67	WSJM/WIRX/WCSY/WYTZ/WCXT 580 E NAPIER BENTON HARBOR, Michigan 49022 Email : judyg@wirx.com WSJM Inc.	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			54

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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	10/23/2014	Participation in Job Fairs	<p>Re College of the Ozark's career day 10/23/2014</p> <p>The career day was moved to the gym arena from the student union. It looked like several more vendors this year. The attendance at this career day is smaller than most because it is a smaller college, and will then naturally have fewer people graduating each year. The students that attend are attentive, curious, well dressed, polite and helpful. The college requires work at the college in exchange for a scholarship. They are more rural and agricultural than marketing oriented. It seems like health care, graduate schools, law enforcement, military and other companies that serve the public were there.</p> <p>Our booth was right next to Meyer Com, which was vacant but the one small furnished sign. KYTV had a booth which was manned and the Branson radio group was present.</p> <p>I spoke with several students that were interested in both sales and on air but were not graduating this May. I gave them information about internships. I have attached a list of those companies attending.</p>	2	Director of Sales Marketing Executive
2	11/14/2014	Participation in Job Fairs	<p>Career Fair Evangel University</p> <p>Jeanne Guittar and Brian Tyndall attend a career fair on the campus of Evangel University on November 13, 2014. Jeanne and Brian spoke with students about careers with Mid-West Family Broadcasting.</p> <p>Students were informed about open positions and about our internship program and given printed information about the radio stations and career opportunities.</p>	2	Business Manager Local Sales Manager

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3	11/24/2014	Participation in events or programs sponsored by educational institutions	Mike Holmes went too Weaver Intermediate School on 11/24/14 to talk with middle school aged children about communications and jobs in the communication industry. Mike was asked to give the talk by OACAC and will be talking about the education required for positions in communications. Mike also gave out promotional items from the station to the children.	4	APD
4	1/19/2015	Co Sponsoring Job Fair	Multicultural Festival On January 19, 2015 Jeanne Guittar attend the annual Multicultural Festival held at Juanita K Hammons Hall for Performing Arts. Mid-West Family is a media sponsor for this event. The event had 54 exhibitors and was attended by 1,555 guest. Jeanne had information on the radio stations and positions available. She also had information on internships for qualifying applicants.	4	Business Manager
5	2/24/2015	Participation in Job Fairs	Career Expo-Missouri State University Missouri State University held their annual Career Expo on Tuesday, February 24 at JQH Arena. Malcolm Hukriede, Director of Sales, Brian Tyndall, Local Sales Manager, and Jeanne Guittar, Business Manager attended the event. Information on positions available, and internships were given to prospect applicants. Resume were also accepted. The event was held from 1pm until 5pm.	3	Director of Sales Local Sales Manager Business Manager

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6	3/13/2015	Participation in events or programs sponsored by educational institutions	Friday March 13th I went out to Spokane High school for Career day. Where I talked to numerous groups of middle school kids about what it is I do for Mid-west family. I let them know that I was an on air personality for 92.9 The Beat along with helping out with Q102. After that I talked about the steps I took in my education to get to where I am at now. From High school all the way past college. Over all it was a great experience to be in involved in.	1	On Air Personality
7	3/13/2015	Participation in events or programs sponsored by educational institutions	<p>On Friday the 13th of March, Betsy Oglesbee reached out to me and I was invited to attend Career Day for the Spokane Middle school on behalf of Midwest Family Broadcasting. I spoke to 11 classes filled with students from the ages of 11-14, all 6th grade through 8th grade.</p> <p>I was able to open a whole other world to these students answering questions of what the Radio industry does, how we operate and how we came into the positions that we have. I explained what my position does working in Traffic. Along with other aspects of the company. Many of the kids and teachers said it intrigued them since they are good at puzzles!</p> <p>This was a great experience not only for myself, but the kids got to learn a lot as well as others. A great 2 hours spent!</p>	1	Traffic Director
8	5/27/2015	Establishment of a mentoring program	Kelly Verbil-Parker started on 5/27/15 as an intern with our company and worked until she was hired part time on 8/1/2015.	1	Assistant OM Operations Manager
9	8/25/2015	Listing of each upper-level category opening in a job bank or newsletter	Mailed outreach letter to organizations about employment opportunities	1	