

KKLH-104.7, KOMG 105.1, KOSP 92.9, KQRA-102.1**EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 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
ADMINISTRATIVE ASSISTANT	1-4, 6-8, 10-13, 15-35, 37-41, 43-53, 56-61, 63-69	32
PRODUCTION DIRECTOR	1, 3-4, 6-10, 13, 15-20, 22-31, 33-34, 37-41, 43-53, 56-58, 60-61, 63-69	1
On Air Personality	1, 3-4, 6-7, 10-11, 13, 15-20, 22-29, 31, 33-34, 36-41, 43, 45-53, 56-58, 60-61, 63-69	1
Account Executive	1, 3-8, 10-11, 13, 16-20, 22-31, 33-34, 37, 39-43, 45-52, 54-69	11
Account Executive	1, 3-8, 10-11, 13, 16-20, 22-31, 33-34, 37, 39-43, 45-52, 54-69	62
Account Executive	1, 3-8, 10-11, 13, 16-20, 22-31, 33-34, 37, 39-43, 45-52, 54-69	5
Program Director	1-4, 6-8, 10, 13-14, 16-20, 22-34, 37, 39-41, 43, 45-54, 56-61, 63-69	14

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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	8
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

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8	CONWAY HIGH SCHOOL 726 W JEFFERSON AVE CONWAY, Missouri 65632 Phone : 417-589-2941 Fax : 1-417-589-2500 Career Services	Y	0
9	Current Employee	N	1
10	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
11	Employee Referral	N	12
12	Employment Agency	N	2
13	EVANGEL UNIVERSITY 1111 N GLENSTONE AVE SPRINGFIELD, Missouri 65802 Phone : 417-865-2811 Fax : 1-417-865-9599 Career Services	Y	0
14	Facebook post	N	1
15	FAMILY VIOLENCE CTR WOMENS PGM PO BOX 5972 SPRINGFIELD, Missouri 65801 Phone : 417-837-7700 Fax : 1-417-837-7770 Case Managers	Y	0
16	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
17	HARBOR LIGHT 1707 WEST CHESTNUT SPRINGFIELD, Missouri 65802 Phone : 417-862-5509 Fax : 1-417-862-1135 Denise Loftan	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
18	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
19	Internal Posting 2453 E Elm Springfield, Missouri Brandi Rogers Manual Posting	N	0
20	LAKES CO REHABILITATION CENTER 2626 W COLLEGE ROAD SPRINGFIELD, Missouri 65801 Phone : 417-862-1753 Fax : 1-417-864-7981 Job Developer	Y	0
21	Linked In	N	1
22	MANSFIELD HIGH SCHOOL 315 W OHIO ST MANSFIELD, Missouri 65704 Phone : 417-924-3236 Fax : 1-417-924-8789 Career Services	Y	0
23	MARSHFIELD HIGH SCHOOL 660 N LOCUST ST MARSHFIELD, Missouri 65706 Phone : 417-859-2165 Fax : 1-417-859-7756 Career Services	Y	0
24	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
25	MISSOURI CAREER CENTER 111 N ELM ST NEVADA, Missouri 64772 Phone : 417-448-1177 Fax : 1-417-448-1139 Annette Moberly	Y	0

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26	MISSOURI CAREER CENTER 2639 S JEFERSON STE 1 LEBANON, Missouri 65536 Phone : 417-532-6146 Fax : 1-417-532-6013 Vickie Pettit	Y	0
27	MISSOURI CAREER CENTER 1514 S GLENSTONE SPRINGFIELD, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Amy Robb	Y	0
28	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	0
29	National Association for Amateur Radio 519 E Cherry St Springfield, Missouri 65806 Phone : 417-837-7700 Email : mcaninchl@myharmonyhouse.org Lisa McAninch	Y	0
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	3

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33	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
34	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
35	On Air Recruitment Ad	N	1
36	Other Source	N	2
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
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

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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
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

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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
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	2
55	Station Website Posting (One or More SEU Stations)	N	1

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56	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
57	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
58	VATTEROTT COLLEGE 1258 E TRAFFICWAY SPRINGFIELD, Missouri 65802 Phone : 417-831-8116 Fax : 1-417-831-5099 Career Services	Y	0
59	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
60	VOCATIONAL REHABILITATION 801 E 15TH ST JOPLIN, Missouri 64804 Phone : 417-629-3067 Fax : 1-417-629-3148 Job Placement	Y	0
61	VOCATIONAL REHABILITATION 1735 W CATALPA STE C SPRINGFIELD, Missouri 65807 Phone : 417-895-5720 Fax : 1-417-895-5725 Kimberly Conrad	Y	0
62	Walk In	N	1

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63	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
64	WESTERN KENTUCKY UNIVERSITY 1906 COLLEGE HEGIHITS BLVD #11070 BOWLING GREEN, Kentucky 42101-1070 Phone : 270-745-5249 Email : james.letourneau@wku.edu James Letourneau	N	0
65	WIZM/WKTY/WRQT/KQYB/KCLH 201 STATE STREET LACROSSE, Wisconsin 54601 Email : kristyn@mwfbroadcasting.com Career Services	Y	0
66	WJJO/WMGN/WTDY/WJQM/WWQM/WWQN/WHIT/ WLMV PO BOX 44408 MADISON, Wisconsin 53744 Phone : 608-273-1000 Email : hope.q@mwfbg.net Career Services	Y	0
67	WMAY/WNNS/WQLZ/WLCE 1510 N THIRD ST RIVERTON, Illinois 62561 Email : cristine@wnns.com Long Nine Inc.	Y	0
68	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
69	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:			40

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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	11/9/2015	Participation in events or programs sponsored by educational institutions	The staff was able to share how reading makes a big difference in their jobs and helps them learn about world events that they do and share with the listeners during live broadcasts!	3	Sales Representative On air Talent KOSP On Air Talent KOSP
2	1/17/2016	Participation in events sponsored by community groups	We attended the 2016 Springfield Multicultural Festival. A unique Celebration of Community & Cultural Entertainment	2	Business Manager Event & Marketing Director
3	2/23/2016	Participation in Job Fairs	I attended a Career Fair at the Springfield Expo Center visiting with potential candidates that were interested in Radio, Programming, Sales and Events.	4	Business Manager Programming Local Sales Mngr VP of Sales
4	3/30/2016	Participation in events sponsored by community groups	On Thursday 3/30/16 we attended the College of the Ozarks career day. College of the Ozarks is a small college located in Hollister MO just south of Branson. There is not the volume of students that the other career days in Springfield attract, but the quality of students is very high. COO calls itself Hard Work U. The scholarships are paid off by working for the college. The students we spoke about had good oral communication skills and had good personal references. Many of the students were not graduating this year but were interested in future positions. James Freeman is the director of this event which was very pleased.	1	VP of Sales
5	5/23/2016	Participation in events sponsored by community groups	Teresa Timm from our Lacrosse market attended a recruiting event at the NAB in which she represented all of the MWF markets.	1	General Sales Manager
6	6/18/2016	Hosting of Job Fair	On Saturday June 18 2016 we held an open house job fair at our location open to the public. We ran 58 commercials on 4 radio stations to promote the event for a total of 232 commercials. It was from 10am - 1pm.	2	Local Sales Manager Marketing Relations

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7	7/19/2016	Participation in events sponsored by community groups	104.7 The Cave on air talent, Jay "Stevens" Dowdle, went to Willard High School to talk about what Mid-West Family Broadcasting does. He was there with the junior and seniors for 3 hours from 10-1 for a question and answer session.	1	KKLH 104.7 on air talent
8	9/16/2016	Hosting of Job Fair	Mid-West Family Broadcasting, KKLH KOMG KOSP KQRA, held an employment job fair on Friday 9/16 at our facility from 11a-1p.	6	VP of Sales GSM LSM Business Manager