

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Advertising Sales	1-11, 13, 15-20, 23-34, 36-45, 47-52, 54-55, 57-64, 66-74, 76-80, 84-86	55
Board Operator	1-4, 6-8, 10-11, 13-14, 16, 18-20, 24- 32, 34-35, 38, 40-45, 47-48, 52, 56, 58- 59, 61-64, 66-67, 69-80, 82, 85-86	35
Air Talent	1-8, 10-11, 13, 15-16, 18-20, 22, 24-32, 34, 38, 40-45, 47-48, 52, 58-64, 67-80, 82, 85-86	1

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Email : riadenver@allaccess.com Fax : Ria Denver	N	7
2	American Indian Center 309 North Jefferson Springfield , Missouri 65806 Phone : 417-866-3439 Email : Fax : 1-816-471-8543 Christine Molley	N	0
3	American Indian Council 317 North 11th Street 7th Floor St. Louis, Missouri 63101 Phone : 314-589-6653 Email : Fax : 1-314-231-7923 Dawn Jordan	N	0
4	Benedictine College 1020 N 2nd Street Atchison, Kansas 66002 Phone : 913-360-7578 Email : bgilmore@benedictine.edu Fax : Becky Gilmore	Y	0
5	Black Economic Union 1601 East 18th Street Suite 300 Kansas City, Missouri 64180 Phone : 816-474-1080 Email : mba@mbaweb.org Fax : 1-816-474-5805 Cathy Thomas	N	0
6	Briar Cliff University/Career Development Center 3303 Rebecca Street Heelan Hall/Room 057 Sioux City, Iowa 51104 Phone : 712-279-5455 Email : Fax : 1-712-279-5426 Bonnie Shinn	Y	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Fax : John Carroll	N	0
8	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : mba@mbaweb.org Fax : 1-314-647-1575 John Carroll	N	0
9	Careerbuilder.com LLC 8420 W Bryn Mayr Ave Chicago, Illinois 60631 Phone : 773-527-5698 Email : angela.gearin@careerbuilder.com Fax : Angela Gearin	Y	0
10	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Email : mba@mbaweb.org Fax : 1-660-248-3469 Mark Kelty	N	0
11	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
12	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Email : Fax : 1-417-335-2618 Ron Martin	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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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	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
14	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Email : Fax : 1-573-875-7209 Bruce Strickland	N	0
15	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7425 Email : mba@mbaweb.org Fax : 1-573-875-7526 Don Malson	N	0
16	Columbia Daily Tribune 101 North 4th Street Columbia, Missouri 65201 Phone : (573) 815-1855 Email : Fax : 1-573-815-1701 Classified Department	N	0
17	Community Services 1212 B South Main Maryville, Missouri 64468 Phone : 660-582-8980 Email : twest@asde.net Fax : Tammy West	Y	0
18	DeVry Institute of Technology 11224 Holmes Rd Kansas City , Missouri 64131 Phone : 8169410430 Email : Fax : 1-816-941-0896 DeVry Institute of Technology DeVry Institute of Technology	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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19	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
20	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
21	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Email : Fax : 1-417-873-7821 Drury College Drury College	N	0
22	Drury University 900 North Benton, FSC 114 Springfield, Missouri 65802 Phone : 417-873-7284 Email : Fax : 1-417-873-7284 Tina Moore	N	0
23	Evangel University 1111 North Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 x 7369 Email : Fax : 1-417-865-9599 Scott Kirby	N	0
24	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Email : Fax : 1-314-889-1451 Jennifer Self	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Email : Fax : 1-314-241-2346 Rodney Watts	N	0
26	Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Email : Fax : (816) 561-7009 Frances Wallace	N	0
27	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
28	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
29	Heart of America Indian Center 600 West 39th St. Kansas City, Missouri 64111 Phone : (816) 931-5229 Email : Fax : (816) 421-6493 Director of Placement	N	0
30	Helping Hand of Goodwill Industries 200 South 8th Street St. Joseph, Missouri 64501 Phone : 816-232-3108 Email : rrichey@mokangoodwill.org Fax : 1-816-232-4605 Ronald Richey	Y	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Highland Community College 803 West Missouri Highland, Kansas 66035 Phone : 785-442-6010 Email : egronniger@highlandcc.edu Fax : Eileen Gronniger	Y	0
32	Hillyard Technical Center 3434 Faraon St. Joseph, Missouri 64506 Phone : 816-671-4170 Email : shirley.day@sjsd.k12.mo.us Fax : Shirley Day	Y	0
33	Hispanic Chamber of Commerce of Greater Kansas City 1600 Baltimore Suite 250 Kansas City, Missouri 64108 Phone : (816) 472-6767 Email : info@hispanicchamberofkc.com Fax : Director of Placement	N	0
34	Internal Applicant 2703 Hall Suite 15 Hays, Kansas 67601 Phone : 785-625-4000 Email : roxiev@eaglecom.net Fax : 1--- Roxie VonLintel	N	0
35	Internal Employee	N	1
36	KAB 1916 SOUTHWEST SIEBEN TOPEKA, Kansas 66611 Phone : 785-235-1307 Email : harriet@kab.net Fax : 1-785-235-1307 HARRIET LANGE	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Kansas City Association of Black Journalists P.O. Box 32744 Kansas City, Missouri 64111 Phone : NA Email : kcabj@kcabj.org Fax : Anita K.	N	0
38	KRCG-TV Job Link 13 P.O. Box 659 Jefferson City, Missouri 65102 Phone : (573) 443-1300 Email : Fax : 1-573-896-5193 Jeff Jones	N	0
39	KXCV/KRNW 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1163 Email : sbonnet@mail.nwmissouri.edu Fax : Sharon Bonnett	Y	0
40	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Email : Fax : 1-573-681-5165 Ronald Nelson	N	0
41	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
42	Missouri Broadcasters PO Box 104445 Jefferson City, Missouri 65109 Phone : (573) 636-6692 Email : mba@mbaweb.org Fax : 1-573-634-8258 Don Hicks	Y	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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43	Missouri Career Center 301 South 7th Street St. Joseph, Missouri 64501 Phone : 816-387-2380 Email : Fax : 1-816-387-2029 David Clevenger	Y	0
44	Missouri School of Journalism Univ. of Missouri-Columbia - 120 Neff Hall Columbia, Missouri 65211 Phone : (573) 882-4821 Email : journalism@missouri.edu Fax : (573) 884-5400 Director of Placement	N	0
45	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
46	Missouri Southern State College 3950 E Newman Rd Joplin, Missouri 64801 Phone : 417-625-9300 Email : Fax : 1-417-625-3121 Missouri Southern State College Missouri Southern State College	N	0
47	Missouri Tech 1167 Corporate Lake Dr St. Louis, Missouri 63132 Phone : (314) 569-3600 Email : tharter@motech.edu Fax : Traci Harter	Y	0
48	Missouri Valley College 500 East College Marhall, Missouri 65340 Phone : 660-831-4080 Email : mba@mbaweb.org Fax : 1-660-831-4039 Brie Dittmer	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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49	Missouri Western State University 4525 Downs Drive Student Placement Center St. Joseph, Missouri 64507 Phone : 816-271-4204 Email : matthew.gregg@missouriwestern.edu Fax : 1--- Matthew Gregg	Y	0
50	Monster.com 500 E 96 Street Suite 200 Indianapolis, Indiana 46240 Phone : 317-616-5539 Email : Fax : Manual posting Justin Groves	Y	0
51	MWSC 4525 Downs Drive St. Joseph, Missouri 64507 Phone : 816-271-4205 Email : careerservices@groupwise.mwsc.edu Fax : Linda Garlinger	Y	0
52	North Central Missouri College 1301 Main Street Trenton, Missouri 64683 Phone : 660-359-3948 Email : SHamilton@Mail.Ncmissouri.edu Fax : 1-660-359-2211 Kristi Weldon	N	0
53	North Central Missouri College 1301 Main Street Trenton, Missouri 64683 Phone : 660-359-3948 ext:280 Email : tutto@mail.ncmissouri.edu Fax : Tyson Otto	Y	0
54	Nortwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Email : career@mail.nwmissouri.edu Fax : 1-660-562-1384 Joan Schneider	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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55	On Air Announcements 4104 Country Lane St. Joseph, Missouri 64506 Phone : 816-233-8881 Email : Fax : Shannon Diggs	N	1
56	Part-Time Internal Employee	N	1
57	Radio-Tech 1110 Hackney Houston, Texas 77023 Phone : 866-838-2638 Email : Fax : Manual posting D Biondi	N	0
58	Rockhurst College 1100 Rockhurst Rd Kansas City, Missouri 64110 Phone : 816-501-4000 Email : Fax : 1-816-501-4588 Rockhurst College Rockhurst College	N	0
59	Shannon Diggs 4104 Country Lane St. Joseph, Missouri 64506 Phone : 816-233-8881 Email : shannon.diggs@eagleradio.net Fax : 1-816-279-8280 Shannon Diggs	Y	0
60	SMSU 901 S. National Springfield, Missouri 65804 Phone : 417-836-6861 Email : Fax : 1-417-836-6861 Margie Wieland	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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61	Society of Broadcast Engineers 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Email : Fax : 1-317-846-9120 Linda Baun	N	0
62	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Email : careerlinkages@semo.edu Fax : 1-573-651-2532 Sandy White	N	0
63	Southern Illinois University/Edwardsville SIUE Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : sseiber@siue.edu Fax : 1-618-650-3656 Susan Seibert	Y	0
64	Southwest Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5636 Email : mba@mbaweb.org Fax : 1-417-836-6797 Jack Hunter	N	0
65	Southwest Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5000 Email : Fax : 1-417-836-6583 Southwest Missouri State University Southwest Missouri State University	N	0
66	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

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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67	The Rehabilitation Institute 2921 N Belt Hwy St. Joseph, Missouri 64506 Phone : 816-390-8083 Email : jobplace@ponyexpress.net Fax : 1-816-390-8369 Alisha Olson	Y	0
68	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
69	Univ. of Missouri-Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Email : mba@mbaweb.org Fax : 1-573-882-5440 Amanda Nell	N	0
70	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Email : Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	0
71	University of Missouri- Kansas City 5100 Rockhill Rd Kansas City , Missouri 64110 Phone : 816-235-1000 Email : Fax : 1-816-235-1717 University of Missouri- Kansas City University of Missouri- Kansas City	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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72	University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Email : Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla	N	0
73	University of Missouri- St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Email : Fax : 1-314-516-5378 University of Missouri- St. Louis University of Missouri- St. Louis	N	0
74	University of Missouri-Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Email : Fax : 1-816-235-5515 Kelly Limpic	N	0
75	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
76	Unversity 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

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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77	Vatterott College 3131 Frederick St. Joseph, Missouri 64506 Phone : 816-364-5399 Email : astufflebean@vatterott-college.edu Fax : 1-816-364-1593 Andy Stufflebean	Y	0
78	Washburn University Career Services 1700 SW College Ave Topeka, Kansas 66621 Phone : 785-670-1938 Email : jim.gourley@washburn.edu Fax : 1-785-670-3131 Jim Gourley	Y	0
79	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
80	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-7143 Email : mba@mbaweb.org Fax : 1-314-968-7478 Ray Angle	N	0
81	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Email : Fax : 1-314-968-7112 Webster University Webster University	N	0
82	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5226 Email : Fax : 1-573-592-5227 Carl Marriott	N	0

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

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83	Westminster College no listing Fulton, Missouri 65251 Phone : 573-642-3361 Email : Fax : 1-573-642-6356 Westminster College Westminster College	N	0
84	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5381 Email : careersrv@westminster-mo.edu Fax : 1-573-592-5383 Christy Chitwood	N	0
85	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
86	William Woods University no listing Fulton , Missouri 65251 Phone : 573-642-2251 Email : Fax : 1-573-592-1146 William Woods University William Woods University	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

KFEQ, KKJO, KESJ, KSJQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 27, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/1/2010	Establishment of an intern program designed to assist members of the community	<p>The stations have an ongoing internship program. Interns are taught the basics of operation in the following areas:</p> <p>~On-Air/Production- Participant is introduced to the basics of broadcasting, including show prep, on-air presentation and format distinction.</p> <p>~Promotions- Interns work at outside station events, such as remotes, concerts and fundraisers.</p> <p>~Sales- Participants accompany Account Executives on client calls and are taught the basics of radio advertising sales.</p> <p>~Business Administration- Interns are shown the basic process of commercial scheduling and placement.</p> <p>One college student from Missouri Western State University participated during this reporting period.</p>	3	David Riggert KESJ Program Director Bill Williams Account Executive Shannon Diggs Business Manager	1.00
2	12/1/2010	Participation in events or programs sponsored by educational institutions	<p>Presentation evaluations for Northwest Missouri State University students majoring in Mass Communications. The station General Manager evaluates individual student portfolios for their Senior Class Project.</p> <p>There were six participants in this reporting period.</p>	1	Gary Exline General Manager	0.25
3	2/15/2011	Participation in events or programs sponsored by educational institutions	<p>On February 15, 2011, Bj Scott gave a presentation to Missouri Western State University students. This two hour presentation explained ratings, how to buy radio advertising and effective commercial writing. This two hour presentation explained ratings, how to buy radio advertising and effective commercial writing.</p>	1	BJ Scott Account Executive	0.25

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4	4/13/2011	Participation in events or programs sponsored by educational institutions	Job Shadow Program in conjunction with Hamilton High School. One high school student participated during this reporting period.	3	Gregg Lynn Program Director KKJO BJ Scott Morning Show Co-host Cyndee Campbell Midday Host	0.25
5	4/19/2011	Co Sponsoring Job Fair	On April 19, 2011, the stations co-hosted the 2011 Career and Resource Fair in conjunction with other Employment Coalition members. The Employment Coalition is a partnership between local businesses and resource agencies designed to raise job seeker awareness of available employment positions and assistance offered in the community.	1	Shannon Diggs Business Manager	1.00
6	9/26/2011	Participation in Job Fairs	On May 18, 2011, the stations participated in the Vatterott College Community Resource and Career Fair.	2	Shannon Diggs Business Manager Bill Williams Account Executive	0.25
7	9/26/2011	Participation in events sponsored by community groups	On October 6th and 7th of 2010, the stations participated in "My Success" - a two day open forum event sponsored by the St. Joseph Chamber of Commerce designed to educate area high school sophomores about local career options. Job description sheets are distributed and numerous question and answer sessions are held.	4	Shannon Diggs Business Manager Gary Exline General Manager Travis Dodge Program Director KSJQ Gregg Lynn Program Director KKJO	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.25