

**KWWR, KXEO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - October 1, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-93	41

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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	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : janetjohnson@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
2	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
3	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-880-4520 Email : ajohnson94@atu.edu Fax : 1-479-964-0863 Amanda Johnson	N	0
4	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
5	Bellarmino College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Fax : 1-502-452-8050 Ann Zenan	N	0
6	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Fax : 1-870-248-4100 Kimberly Bigger	N	0

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7	Blackburn College 700 College Ave. Carlinville, Illinois 62626 Phone : 217-854-3231 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry O Hare	N	0
8	Cameron University 2800 West Gore Blvd. Lawton, Oklahoma 73505 Phone : 580-581-2209 Fax : 1-580-581-2564 Jennifer Holland	N	0
9	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Fax : 1-660-248-3469 Mark Kelty	N	0
10	Central Methodist College 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Fax : 1-660-248-3469 Marty Kooi	N	0
11	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Fax : 1-660-543-4668 Theresa Alewel	N	0
12	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Fax : 1-773-995-2329 Abdule Mahdi	N	0

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13	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
14	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-690-3246 Ron Martin	N	0
15	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0
16	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Fax : 1-708-209-3176 Dan Walther	N	0
17	Did not indicate (Source Unknown)	N	1
18	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
19	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Fax : 1-417-873-7808 Tina Moore	N	0

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20	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Fax : 1-417-873-7808 Tina Moore	N	0
21	Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : www.jobsrv.eiu.edu Email : jastevens2@eiu.edu Jan Stevens	N	0
22	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Annett Coduto	N	0
23	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Fax : 1-309-467-6437 Connie Redmon	N	0
24	Fontbonne College 6800 Wydown Boulevard St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
25	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Fax : 1-708-534-1173 Robbye Peppers	N	0
26	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Fax : 1-515-263-2824 Jim Auther	N	0

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27	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Email : mba@mbaweb.org Fax : 1-641-269-4508 Maryls Upah	N	0
28	Hannibal-Lagrange College 2800 Palmyer Road Hannibal, Missouri 63401 Phone : 573-221-3675 Fax : 1-573-221-6594 Dr. Karry Richardson	N	0
29	Hannibal-LaGrange College 2800 Palmyra Road Hannibal, Missouri 63401 Phone : 573-221-3675 Fax : 1-573-221-6594 Dr. Karry Richardson	N	0
30	Harding University Main Campus PO Box 12243 Searcy, Arkansas 72149 Phone : 501-279-4454 Email : boersma@harding.edu Fax : 1-501-279-4122 Deb Bashaw	N	0
31	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Fax : 1-314-340-3389 Wanda McNeal	N	0
32	Henderson State University 100 Henderson Street; Box 772 Arkadelphia, Arkansas 71923 Phone : 870-230-5295 Fax : 1-870-230-5336 Jessica Garrison	N	0

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33	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
34	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Fax : 1-479-524-7221 Dan Noyes	N	0
35	Kentucky State University 400 East Main Street Frankfort , Kentucky 40601 Phone : 502-597-5948 Fax : 1-502-597-6699 Veleria Shavers	N	0
36	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
37	Lindsey Wilson College 210 Lidsey Wilson Street Columbia , Kentucky 42728 Phone : 270-384-8065 Email : careerservices@lindsey.edu Fax : 1-270-384-8434 Amy Wells	N	0
38	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Fax : 1-563-588-7371 Bobbi Martin	N	0
39	Maryville University 13550 Conway Road St. Louis, Missouri 63141 Phone : 314-529-9518 Fax : 1-314-529-9923 Rob Weiss	N	0

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40	Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : career-center@millikin.edu Pam Haru	N	0
41	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	1
42	Missouri School of Journalism, Career Services 215 A Reynolds Journalism Institute University of Missouri Columbia, Missouri 65211 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
43	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : . Email : hirealion@mssu.edu Career Services	N	0
44	Missouri Southern State College 3950 E. Newman Road Joplin, Missouri 64801 Phone : 417-625-3137 Fax : 1-417-625-9338 Pat Hurley	N	0
45	Missouri State University 901 South National Springfield, Missouri 65804 Phone : 417-836-5636 Fax : 1-417-836-6797 Jack Hunter	N	0

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46	Missouri Valley College 500 East College Marhall, Missouri 65340 Phone : 660-831-4080 Brie Dittmer	N	0
47	Missouri Valley College 500 E. College Marshall, Missouri 65340 Phone : 660-831-4080 Fax : 1-660-831-4039 Kelley McKay	N	0
48	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Fax : 1-309-457-2363 Mindy Damewood	N	0
49	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Fax : 1-319-363-7543 Barb Mussman	N	0
50	North Central Missouri College 1301 Main Street Trenton, Missouri 64683 Phone : 660-359-3948 Fax : 1-660-359-2211 Kristi Weldon	N	0
51	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Phone : 918-456-5511 Email : placement@nsuok.edu Fax : 1-918-458-2114 Gayle Anderson	N	0
52	Northern Oklahoma College 100 South University Avenue Enid, Oklahoma 73701 Phone : 580-548-2327 Fax : 1-580-548-2218 Boomer Appleman	N	0

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53	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468 Phone : 660-562-1250 Email : career@nwmissouri.edu Stacey Stokes	N	0
54	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Fax : 1-712-707-7404 Bill Minnick	N	0
55	Northwestern State University 709 Oklahoma Blvd. Alva, Oklahoma 73717 Phone : 580-327-8435 Email : career@nwsu.edu Fax : 1-580-327-8413 Shaena Curry	N	0
56	Nothern Kentucky University UC 230, Nunn Drive Highland Height, Kentucky 41099 Phone : 859-572-5680 Email : cdc@nku.edu Fax : 1-859-572-6996 Karen Chinetti	N	0
57	Oklahoma State University Main Campus 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-3473 Email : careers@okstate.edu Fax : 1-405-744-9954 Barry Fuxa	N	0
58	Ottawa University 1001 South Cedar Street Ottawa, Kansas 66067 Phone : 785-242-5200 Fax : 1-785-229-1017 Susan Webb	N	0

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59	Phlander Smith College 812 West 13th Street Little Rock, Arkansas 72202 Phone : 501-370-5316 Fax : 1-501-370-5299 Alvin Anglin	N	0
60	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2000 Fax : 1-573-651-2532 Jerry Westbrook	N	0
61	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Susan Seibert	N	0
62	Southwestern Oklahoma State University 100 Camus Drive Weatherford, Oklahoma 73096 Phone : 580-774-3233 Fax : 1-580-774-7102 Kim Liebscher	N	0
63	Spalding University 851 South Fourth Street Louisville, Kentucky 40203 Phone : 502-585-9911 Fax : 1-502-588-7170 Connie Holland	N	0
64	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Fax : 1-563-333-6243 Jennifer Timmon	N	0
65	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 Scott Plowman	N	0

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66	St. Louis University 221 North Grand St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 James Buck	N	0
67	Station Website	N	1
68	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3121 Email : sydneyfountain@tabor.edu Sydney Fountain	N	0
69	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
70	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-341-5800 Fax : 1-859-344-3607 Renee Noel	N	0
71	Transylvania University 300 North Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Fax : 1-859-233-8785 Susan Rayer	N	0
72	Tri-County Urban League 317 South McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 Annie Gordon	N	0

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73	University of Arkansas Monticello PO Box 3548 Monticello, Arkansas 71656 Phone : 870-460-1454 Fax : 1-870-460-1354 Laura Hughes	N	0
74	University of Central Oklahoma 100 North University Deive Edmond, Oklahoma 73034 Phone : 405-974-3346 Email : careers@ucok.edu Fax : 1-405-974-3826 Shannon Wilguess	N	0
75	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Fax : 1-563-589-3419 Deb Clarke	N	0
76	University of Missouri - Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Fax : 1-573-882-5440 Amanda Nell	N	0
77	University of Missouri - Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5156 Kelly Limpic	N	0
78	University of Missouri - St. Louis 8001 Natural Bridge Road St. Louis, Missouri 63121 Phone : 314-516-5100 Email : careerservices@umsl.edu Fax : 1-314-516-6535 Emily McEneny	N	0

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79	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
80	University of Saint Mary 4100 South 4th Street Leavenworth, Kansas 66048 Phone : 913-758-6142 Fax : 1-913-758-6313 Priscilla McLean	N	0
81	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
82	University of Tulsa 600 South College Tulsa, Oklahoma 74104 Phone : 918-631-2896 Email : career-services@utulsa.edu Sherri Alexander	N	0
83	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Fax : 1-319-352-8365 Derek Solheim	N	0
84	Washburn University of Topeka 1700 Southwest College Ave. Topeka, Kansas 66621 Phone : 785-231-1010 Email : career-services@washburn.edu Fax : 1-785-232-2397 Career Services	N	0
85	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Fax : 1-314-935-5905 Mark Smith	N	0

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86	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
87	Western Kentucky University One Big Red Way Bowling Green , Kentucky 42101 Phone : 270-745-3095 Email : dan.onitsuka@wku.edu Dan Onitsuka	N	0
88	Westminster College 501 Westminster Avenue Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0
89	Wheaton College 501 College Ave. Wheaton , Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Jared Abuhl	N	0
90	William Jewell College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : careerdevelopment@william.jewell.edu Marissa Bland	N	0
91	William Jewell College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Fax : 1-816-415-5027 Judy Rychlewski	N	0
92	William Woods University 1 University Avenue Fulton, Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 Joe Potter	N	0

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93	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/7/2018	Participation in other activities designed by the station employment unit	Spoke at the Mexico Rotary program and explained the different career paths in radio and how they are changing with the evolution of technology.	1	General Manager
2	2/8/2019	Participation in events or programs sponsored by educational institutions	GM Michael Daugherty participated in a Job Day at North Callaway High School in Kingdom City, MO. Spoke to 6 different classes.	1	General Manager
3	4/4/2019	Participation in Job Fairs	Elementary School Job Fair	1	News Director
4	4/19/2019	Listing of each upper-level category opening in a job bank or newsletter	Listed our AE opening with the Missouri Broadcasters Association.	1	General Manager
5	5/11/2019	Participation in other activities designed by the station employment unit	During our Wine Walk we made sure those taking part had to come by the radio station's booth in order to get signed in. At the booth, held inside the Mexico Chamber of Commerce, we had signage showing different positions of employment at the station and when people were spotted reading them, staff was instructed to start a conversation regarding a change in career path and the different paths available in radio broadcasting.	2	General Manager Office Manager
6	8/29/2019	Participation in events or programs sponsored by educational institutions	Met with two high school classes for nearly three hours and discussed radio as a possible career path as well as given them an introduction to the school studio which I put together for them last year. We are working towards getting these kids to do weekly shows.	1	General Manager
7	8/30/2019	Establishment of a mentoring program	Currently mentoring a former part-time announcer in sports broadcasting. He has very little sports background, but is learning how to prepare, what to watch for and what to talk about during game action.	2	General Manager Sports Director