

**KBBM(FM), KBXR(FM), KFRU(AM), KJMO(FM), KLIK(AM), KOQL(FM), and KPLA(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2020 to September 30, 2021**

**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	1, 3-9, 11-15	4
Account Executive #2	3-9, 11-15	15
Account Executive #3	3-9, 11-15	4
Program Director KFRU	3-9, 11-15	4

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Columbia College</b> Attn: Reyhan Jamerson 1001 Rogers Street Columbia, MO 65216 (ph ) 573-875-7421	No	0
2	<b>University of Missouri-Columbia Department of Communication</b> Attn: Cathy Ehrhardt 115 Switzler Hall Columbia, MO 65211-2310	No	0
3	<b>Oodle Website</b> www.oodle.com	No	0
4	<b>Cumulus Career Website</b> www.cumulusmedia.jobs.net	No	32
5	<b>Adzuna Website</b> www.adzuna.com	No	0
6	<b>Glassdoor Website</b> www.glassdoor.com	No	0
7	<b>Job is Job Website</b> www.jobisjob.com	No	0
8	<b>My Job Helper Website</b> www.myjobhelper.com	No	0
9	<b>The Job Spider Website</b> www.jobspider.com	No	0
10	<b>Internal Transfer/Promotion</b>	No	0
11	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> www.indeed.com	No	22
12	<b>On-Air Announcements</b>	No	0
13	<b>LinkedIn Website</b> www.linkedin.com	No	0
14	<b>Trovit Website</b> www.trovit.com	No	0
15	<b>Word-of-Mouth Referral</b>	No	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Internship Program-Fall Semester August 2020- December, 2020</b>	No	0
17	<b>Internship Program-Spring Semester January 2021- May 2021</b>	No	0
18	<b>Internship Program-Summer Semester June 2021- August 2021</b>	No	0
19	<b>Internship Program Fall Semester August 2021- December 2021</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>55</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Internship program – Fall Semester (August–Dec 2020)	During the period from August through December of 2020, the SEU hosted one student for the University of Missouri. This student intern worked with on-air staff and production, and was encouraged to participate in a diverse array of related activities, such as preparing for remote events and live on-air announcements. The intern was supervised by the SEU Program Manager KFRU.
2	Internship program – Spring Semester (January –May 2021)	During the period from January through May of this year, the SEU hosted one student for the University of Missouri. This student intern worked with on-air staff and production, and was encouraged to participate in a diverse array of related activities, such as preparing for remote events and live on-air announcements. The intern was supervised by the SEU Program Manager KFRU.
3	Internship program – Summer Semester (June – August 2021)	During the period from June through August of this year, the SEU hosted one student for the University of Missouri. This student intern worked with on-air staff and production, and was encouraged to participate in a diverse array of related activities, such as preparing for remote events and live on-air announcements. The intern was supervised by the SEU Program Manager KFRU.
4	Internship program – Fall Semester (August–Dec 2021)	During the period from August through December of this year, the SEU hosted two students for the University of Missouri. These student interns worked with on-air staff and production, and were encouraged to participate in a diverse array of related activities, such as preparing for remote events and live on air announcements. The interns were supervised by the SEU Program Manager KFRU.
5	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On September 9, 2021, our KFRU On-Air Talent presented a lecture on careers in local radio for a University of Missouri Journalism School class, during which he encouraged students to gain journalism experience within their local markets.