

**KBXR(FM), KFRU(AM), KJMO(FM), KLIK(AM), KPLA(FM),  
KBBM(FM), KOQL(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2021 – September 30, 2022**

**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	1-71	1
Account Executive	1-29, 37, 52, 61, 63-66, 72-73	1
Talk Show Host	1-29, 37, 52, 61, 63-66, 72-73	73

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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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	8
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	4
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Urban League of Metropolitan St Louis</b> 3701 Grandel Square St Louis, MO 63108 (314) 615-3600 klove@urbanleague-stl.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>The Starkloff Disability Institute</b> 133 S 11th Street, Suite 500 St. Louis, MO 63102 (314) 588-7090 info@starkloff.org	N	0
32	<b>St. Patrick Center</b> 800 N Tucker St. Louis, MO 63101 314-802-1953 nbox@stpatrickcenter.org rboykins@stpatrickcenter.org aellmer@stpatrickcenter.org	N	0
33	<b>St Louis West Vocational Rehabilitation</b> 9900 Page Avenue, Suite 104 St Louis, MO 63132 (314) 877-1500 Karen.Klenke@vr.dese.mo.gov	N	0
34	<b>St Louis South Vocational Rehabilitation</b> 3248 Laclede Station Road St Louis, MO 63143 (314) 877-1900 Claire.Beck@vr.dese.mo.gov	N	0
35	<b>St Louis Downtown Vocational Rehabilitation</b> 220 S Jefferson Street, Suite 110 St Louis, MO 63103 (314) 877-2940 Jeather.Smith@vr.dese.mo.gov	N	0
36	<b>St Louis Agency on Training and Employment (SLATE)</b> 4811 Delmar Boulevard St Louis, MO 63108 (314) 877-0916 tjones@stlworks.com	N	0
37	<b>St Louis Agency on Training and Employment (SLATE)</b> 1520 Market Street, 3rd Floor St Louis, MO 63103 (314) 589-8000 kbernardi@stlworks.com jennifer.wade@ded.mo.gov rodney.hearn@ded.mo.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	<b>Rehabilitation Services for the Blind (North Office)</b> 9900 Page Avenue, Suite 105 St Louis, MO 63132 (314) 877-1532 askrsb@dss.mo.gov	N	0
39	<b>Life Skills Foundation, Incorporated</b> 10176 Corporate Square, Suite 100 St Louis, MO 63132 (314) 567-7705 jgoldford@lifeskills-stl.org	N	0
40	<b>Hire Heroes USA, Health Careers Foundation</b> 3221 Mckelvey Road, Suite 01 Bridgeton, MO 63044 (314) 770-1626 strask@hireheroesusa.org robert.r.hancock.ctr@mail.mil	N	0
41	<b>Covenant House Missouri</b> 2727 North Kings Highway Boulevard St Louis, MO 63139 (314) 533-2241 info@covenanthousemo.org	N	0
42	<b>Center for Head Injury Services, The</b> 11786 Westline Industrial Drive St Louis, MO 63146 (314) 983-9230 dboyd@headinjuryctr-stl.org	N	0
43	<b>American Job Center - St. Louis County North Oaks</b> 26 North Oaks Plaza St. Louis, MO 63121 314-381-6700 blee@stlouisco.com dcollins@stlouisco.com	N	0
44	<b>Adult Vocational Services</b> PO Box 97 Mapaville, MO 63050 (636) 282-4400 rmcosentino@dsjc.org jgwooldridge@jcddrb.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	<b>Incarnate Word Job Search Support Group - Incarnate Word Parish</b> Chesterfield, MO 314-469-6400 barry@donnelysearch.com	N	0
46	<b>Crossroads Career Network - Central Presbyterian Church</b> Clayton, MO 314-727-2777 hardierl@aol.com	N	0
47	<b>CEN Job Search Support Group - St. Monica</b> St. Louis, MO 314-994-0425 dskaggs5@aol.com	N	0
48	<b>CEN Job Search Support Group - St. Clare of Assisi</b> Ellisville, MO 636-458-4623 stclare@saintclareofassisi.org	N	0
49	<b>U.S. Department of Veterans Affairs</b> 2901 Olive Street St. Louis, MO 63103 loreen.orage@va.gov	N	0
50	<b>Rehabilitation Services for the Blind</b> 3867 Magnolia St Louis, MO 63110 314-933-7311 sharon.t.silverstein@dss.mo.gov marlyn.dobson@thementornetwork.com	N	0
51	<b>St Louis ARC</b> 1177 N Warson St Louis, MO 63132 (314) 569-2211 jmeyer@slarc.org	N	0
52	<b>Nevada Vocational Rehabilitation</b> 3024 Dupont Circle Jefferson City, MO 65109 (573) 751-3251 heather.northway@vr.dese.mo.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	<b>Missouri Dept. of Elementary and Secondary Education</b> Vocational Rehab 3256 Laclede Station Road, Suite 103 St. Louis, MO 63143 314-877-1900 kimberly.chaplin@vr.dese.mo.gov	N	0
54	<b>Paraquad, Inc</b> 5240 Oakland Avenue St Louis, MO 63110 314-289-4270 scoyle@paraquad.org	N	0
55	<b>Metropolitan Training and Education Center</b> 6347 Plymouth Avenue St Louis, MO 63133 314-746-0750 marion.williams@betterfamilylife.org	N	0
56	<b>Employment Connections</b> 2838 Market Street St Louis, MO 63103 314-333-5627 hovens@employmentstl.org	N	0
57	<b>St Louis Urban League Workforce Development</b> 8960 Jenning Stations Road Jennings, MO 63136 314-388-9840 hwhiting@urbanleague-stl.org	N	0
58	<b>St Louis Urban League Workforce Development</b> 935 Vandevater St Louis, MO 63108 314-615-3642 sjohnson@urbanleague-stl.org	N	0
59	<b>Missouri Career Center - St. Louis County North Oaks</b> 26 North Oaks Plaza St Louis, MO 63121 314-381-6700 blee@stlouisco.com dcollins@stlouisco.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	<b>MERS Missouri Goodwill Industries</b> 1727 Locust Street St Louis, MO 63103 (314) 241-3464 jelliott@mersgoodwill.org	N	0
61	<b>Moniteau County Family Resource Center</b> 318 South Oak Street California, MO 65018 573-796-3238 lindaprior2005@yahoo.com	N	0
62	<b>Missouri Career Center - Florissant</b> 4040 Seven Hills Drive, Suite 166 Florissant, MO 63033 314-877-3010 denise.jackson@ded.mo.gov florissant@ded.mo.gov	N	0
63	<b>Missouri Job Center â Columbia</b> 800 E Cherry Lower Level Columbia, MO 65201 573-441-6361 bryan.barnes@ded.mo.gov columbia@ded.mo.gov	N	0
64	<b>Missouri Career Center - Mexico</b> 3626 South Clark Mexico, MO 65265 573-582-7864 gammseb@gmail.com	N	0
65	<b>Howard County Family Resource Center</b> 600 West Morrison Fayette, MO 65248 660-248-3503 melissa-williams@showmeaction.org	N	0
66	<b>Central Missouri Community Action/Cooper County Family Resource Center</b> 401 E High Street Boonville, MO 65233 660-882-5601 melissa-williams@showmeaction.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
67	<b>Central MO Community Action Center</b> 800 North Providence Road Columbia, MO 65201 573-443-1100 <a href="mailto:deanne-stubblefield@showmeaction.org">deanne-stubblefield@showmeaction.org</a>	N	0
68	<b>Missouri Career Center - Park Hills</b> 403 Parkway Drive, Suite A Park Hills, MO 63601 573-454-2191 <a href="mailto:linda.fitzgerald@ded.mo.gov">linda.fitzgerald@ded.mo.gov</a> <a href="mailto:rmurphy@mersgoodwill.org">rmurphy@mersgoodwill.org</a>	N	0
69	<b>Missouri Job Center of St. Charles County</b> 212 Turner Boulevard St. Peters, MO 63376 636-278-1360 <a href="mailto:lmyers@sccmo.org">lmyers@sccmo.org</a> <a href="mailto:workforce@sccmo.org">workforce@sccmo.org</a>	N	0
70	<b>Missouri Career Center - St. Louis Central</b> 4811 Delmar Boulevard St. Louis, MO 63108 314-877-0916 <a href="mailto:rodney.hearn@ded.mo.gov">rodney.hearn@ded.mo.gov</a>	N	0
71	<b>Missouri Career Center - Arnold</b> 3675 West Outer Road, Suite 102 Arnold, MO 63010 636-287-8909 or 800-292-1314 <a href="mailto:charles.johnson@ded.mo.gov">charles.johnson@ded.mo.gov</a> <a href="mailto:stephanie.kirk@ded.mo.gov">stephanie.kirk@ded.mo.gov</a>	N	0
72	<b>Wounded Warrior Project</b> MO 615-782-7226 <a href="mailto:hpeck@woundedwarriorproject.org">hpeck@woundedwarriorproject.org</a>	N	0
73	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			14

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well with Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how we overcome it.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
6	Host Open House	On August 17, 2022, our SEU hosted an employment open house at the Columbia office/studios. This event was advertised on all our Stations as well as our social media pages. Our General Sales Manager spoke with participants about career opportunities in radio and job openings within the SEU, with an emphasis on Account Executive positions.
7	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	A professor at Central Methodist University in Fayette, Missouri, invited our SEU’s Market Manager to speak to his communications class on October 28, 2021. During his presentation about radio broadcasting, he spoke with the students about career opportunities available in media, and encouraged students to apply for open positions within our SEU.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	One of the adjunct instructors at the University of Missouri Journalism School invited our Market Manager to speak to its Media Sales class, during which he discussed career opportunities in media, answered students’ questions, and actively recruited, sharing information about job openings within the SEU.