

**KNEM-AM, KNMO-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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
News Director	2, 8-9, 12-13, 16-18, 21-23, 28, 31, 36-39, 42, 44-48, 52-59, 61, 63-64, 67, 75, 77, 82, 84, 87, 92-98, 102, 106-107, 109-110, 112-113	77
Account Executive	13, 20, 42, 44-46, 52, 55, 61, 63-64, 72, 75-76, 103, 114	103
Production Director/On-Air Talent	1-7, 9-16, 19, 21-22, 24-27, 29-30, 32-35, 37-38, 40-46, 49-53, 55-57, 59-71, 73-75, 78-86, 88-92, 98-102, 104-106, 108, 111-112	52

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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 Email : mba@mbaweb.org Fax : 1-502-452-8050 Ann Zenan	N	0
6	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Email : mba@mbaweb.org Fax : 1-870-248-4100 Kimberly Bigger	N	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
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	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Kara Savio	N	0
9	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : mba@mbaweb.org Fax : 1-314-647-1575 Kara Savio	N	0
10	Broadcast Center of St. Louis 2360 Hampton Ave St. Louis , Missouri 63139 Don N/A Manual Posting	N	0
11	Cameron University 2800 West Gore Blvd. Lawton, Oklahoma 73505 Phone : 580-581-2209 Fax : 1-580-581-2564 Jennifer Holland	N	0
12	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Email : mba@mbaweb.org Fax : 1-660-248-3469 Mark Kelty	N	0

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13	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
14	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Email : mba@mbaweb.org Fax : 1-773-995-2329 Abdule Mahdi	N	0
15	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
16	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
17	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-335-2618 Ron Martin	N	0
18	Columbia College 1001 Rogers Street Columbia , Missouri 65216 Phone : 573-875-7260 Fax : 1-573-875-7209 Bruce Strickland	N	0

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19	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Email : mba@mbaweb.org Fax : 1-708-209-3176 Dan Walther	N	0
20	Current Employee	N	2
21	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
22	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
23	Drury College 900 North Benton Ave Springfield, Missouri 65802 Phone : 4178658731 Fax : 1-417-873-7821 Drury College Drury College	N	0
24	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
25	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : mba@mbaweb.org Fax : 1-630-617-3393 Annett Coduto	N	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
26	Employee Referral	N	1
27	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Email : mba@mbaweb.org Fax : 1-309-467-6437 Connie Redmon	N	0
28	Fontbonne College 6800 Wydown Blvd. St. Louis, Missouri 63105 Phone : 314-889-1434 Fax : 1-314-889-1451 Jennifer Self	N	0
29	Georgetown College 400 East College Street Georgetown , Kentucky 40324 Phone : 502-863-8122 Email : mba@mbaweb.org Fax : 1-502-868-7742 Jim Tussey	N	0
30	Goods Entertainment PO Box 1266 Weston, Connecticut 06883 Phone : 203.341.0111 Email : Adam@GoodsEntertainment.com Fax : 1-801-460-3100 Adam Goodman	N	0
31	Goodwill Industries 1727 Locust St. Louis, Missouri 63103 Phone : 314-241-3464 Fax : 1-314-241-2346 Rodney Watts	N	0
32	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Email : mba@mbaweb.org Fax : 1-708-534-1173 Robbye Peppers	N	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
33	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Email : mba@mbaweb.org Fax : 1-515-263-2824 Jim Auther	N	0
34	Greenville College 315 East College Box 159 Greenville, Illinois 62246 Phone : 618-664-6551 Email : mba@mbaweb.org Fax : 1-618-664-6555 Cary Holman	N	0
35	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
36	Guadalupe Center 2641 Belleview Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : www.tornadic.com/gci/ Fax : (816) 561-7009 Frances Wallace	N	0
37	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
38	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

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39	Heart of America Indian Center 600 West 39th St. Kansas City, Missouri 64111 Phone : (816) 931-5229 Url : members.aol.com/indianbrav/haic.html Fax : (816) 421-6493 Director of Placement	N	0
40	Henderson State University 100 Henderson Street; Box 772 Arkadelphia, Arkansas 71923 Phone : 870-230-5295 Email : mba@mbaweb.org Fax : 1-870-230-5336 Jessica Garrison	N	0
41	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
42	Jobs.Mo.gov Website 621 E. Highland Ave Suite 3 Nevada, Missouri Rayna Born Manual Posting	N	0
43	Kentucky State University 400 Easr Main Street Frankfort , Kentucky 40601 Phone : 502-597-5948 Email : mba@mbaweb.org Fax : 1-502-597-6699 Veleria Shavers	N	0
44	KNEM/KNMO Radio 414 E. Walnut St. Nevada, Missouri 64772 Mike Harbit Manual Posting	N	0
45	KNEM/KNMO Radio Facebook 414 E. Walnut St. Nevada, Missouri Mike Harbit Manual Posting	N	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
46	KNEM/KNMO Radio website 414 E. Walnut St. Nevada, Missouri 64772 Phone : 417-667-3113 Mike Harbit Manual Posting	N	0
47	KRCG-TV Job Link 13 P.O. Box 659 Jefferson City, Missouri 65102 Phone : (573) 443-1300 Fax : 1-573-896-5193 Jeff Jones	N	0
48	Lincoln University 820 Chestnut Street Jefferson City, Missouri 65102 Phone : 573-681-5167 Fax : 1-573-681-5165 Ronald Nelson	N	0
49	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
50	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin	N	0
51	Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : career-center@millikin.edu Pam Haru	N	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
52	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : www.mbaweb.org Email : tharper@mbaweb.org Terry Harper	Y	2
53	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
54	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Fax : 1-417-888-4076 Veronica Lowe	N	0
55	Missouri Career Center 621 E. Highland Ave Nevada, Missouri 64772 Phone : 417-448-1177 Url : jobs.mo.gov Email : dgibbs@aoinc.org Fax : 1-417-448-1139 Debbie Gibbs	Y	0
56	Missouri School of Journalism, Career Services 215 A Reynolds Journalism Institute University of Missouri Columbia, Missouri 65211 Phone : 573-884-1909 Email : MUJourCareerServices@missouri.edu Laura Redfield-Jacobs	N	0
57	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

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58	Missouri Southern State College 3950 E Newman Rd Joplin, Missouri 64801 Phone : 417-625-9300 Fax : 1-417-625-3121 Missouri Southern State College Missouri Southern State College	N	0
59	Missouri Valley College 500 East College Marhall, Missouri 65340 Phone : 660-831-4080 Email : mba@mbaweb.org Brie Dittmer	N	0
60	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Email : mba@mbaweb.org Fax : 1-319-363-7543 Barb Mussman	N	0
61	MSSU Career Services 3950 E. Newman Road Joplin, Missouri 64801 Phone : 866-818-6778 Online Program Manual Posting	N	0
62	NAACP 8 West 26th Street Careers Baltimore, Maryland 21218 Phone : 410-366-3300 Email : mba@mbaweb.org Fax : 1-410-366-3304 G.I. Johnson	N	0
63	National Alliance of State Broadcasters Association 2333 Wisconsin St, NE Albuquerque, New Mexico 87110 Susan Wrons Manual Posting	N	0

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64	Nevada Daily Mail 131 S. Cedar St. Nevada, Missouri 64772 Phone : 417-667-3344 Lori Harter Manual Posting	N	0
65	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
66	Northern Oklahoma College 100 South University Avenue Enid, Oklahoma 73701 Phone : 580-548-2327 Fax : 1-580-548-2218 Boomer Appleman	N	0
67	Northwest Mo State Univ Career Services 800 University Drive Maryville, Missouri 64468 Joan Schneider Manual Posting	N	0
68	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Email : mba@mbaweb.org Fax : 1-712-707-7404 Bill Minnick	N	0
69	Northwestern State University 709 Oklahoma Blvd. Alva, Oklahoma 73717 Phone : 580-327-8435 Email : career@nwosu.edu Fax : 1-580-327-8413 Shaena Curry	N	0

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70	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
71	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
72	On Air Recruitment Ad	N	1
73	Ottawa University 1001 South Cedar Street Ottawa, Kansas 66067 Phone : 785-242-5200 Email : mba@mbaweb.org Fax : 1-785-229-1017 Susan Webb	N	0
74	Phlander Smith College 812 West 13th Street Little Rock, Arkansas 72202 Phone : 501-370-5316 Email : mba@mbaweb.org Fax : 1-501-370-5299 Alvin Anglin	N	0
75	Pittsburg State Univ Career Services 1701 S Broadway St Pittsburg, Kansas 66762 Online Program Manual Posting	N	0
76	Radio Recruitment Ad	N	1
77	Self Referral	N	1

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78	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
79	Southwestern Oklahoma State University 100 Camus Drive Weatherford, Oklahoma 73096 Phone : 580-774-3233 Fax : 1-580-774-7102 Kim Liebscher	N	0
80	Spalding University 851 South Fourth Street Louisville, Kentucky 40203 Phone : 502-585-9911 Email : mba@mbaweb.org Fax : 1-502-588-7170 Connie Holland	N	0
81	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Email : mba@mbaweb.org Fax : 1-563-333-6243 Jennifer Timmon	N	0
82	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
83	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3121 Email : mba@mbaweb.org Fax : 1-620-947-2607 Daryl Baltzer	N	0

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84	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
85	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-341-5800 Email : mba@mbaweb.org Fax : 1-859-344-3607 Renee Noel	N	0
86	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
87	Truman State University 100 E. Normal Kirksville, Missouri 63501 Phone : 660/785-4353 Url : www.truman.edu Fax : 660/785-4366 Jan Fishback	N	0
88	Union College 310 College Street Barbourville, Kentucky 40906 Phone : 606-546-1258 Email : mba@mbaweb.org Fax : 1-606-546-1522 Amanda Spencer	N	0
89	University of Arkansas Monticello PO Box 3548 Monticello, Arkansas 71656 Phone : 870-460-1454 Email : mba@mbaweb.org Fax : 1-870-460-1354 Laura Hughes	N	0

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90	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 Wilguss	N	0
91	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Email : mba@mbaweb.org Fax : 1-563-589-3419 Deb Clarke	N	0
92	University of Missouri Career Center 201 Student Success Center Columbia, Missouri Online Program Manual Posting	N	0
93	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	0
94	University of Missouri- Kansas City 5100 Rockhill Rd Kansas City , Missouri 64110 Phone : 816-235-1000 Fax : 1-816-235-1717 University of Missouri- Kansas City University of Missouri- Kansas City	N	0
95	University of Missouri- Rolla no listing Rolla, Missouri 65401 Phone : 573-341-4114 Fax : 1-573-341-6306 University of Missouri- Rolla University of Missouri- Rolla	N	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
96	University of Missouri- St. Louis 8001 Natural Bridge Rd St. Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-5378 University of Missouri- St. Louis University of Missouri- St. Louis	N	0
97	University of Missouri-Kansas City 5100 Rockhill Road Kansas City, Missouri 64110 Phone : 816-235-1228 Fax : 1-816-235-5515 Kelly Limpic	N	0
98	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
99	University of Saint Mary 4100 South 4th Street Leavenworth, Kansas 66048 Phone : 913-758-6142 Email : mba@mbaweb.org Fax : 1-913-758-6313 Priscilla McLean	N	0
100	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
101	University of Tulsa 600 South College Tulsa, Oklahoma 74104 Phone : 918-631-2896 Email : career-services@utulsa.edu Sherri Alexander	N	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
102	University 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
103	Walk In	N	1
104	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Email : mba@mbaweb.org Fax : 1-319-352-8365 Derek Solheim	N	0
105	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
106	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
107	Webster University 470 East Lockwood Webster Groves, Missouri 63119 Phone : 314-968-6900 Fax : 1-314-968-7112 Webster University Webster University	N	0
108	Western Kentucky University One Big Red Way Bowling Green , Kentucky 42101 Phone : 270-745-3095 Email : dan.onitsuka@wku.edu Dan Onitsuka	N	0

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109	Westminster College 501 Westminster Ave. Fulton, Missouri 65251 Phone : 573-592-5226 Fax : 1-573-592-5227 Carl Marriott	N	0
110	Westminster College no listing Fulton, Missouri 65251 Phone : 573-642-3361 Fax : 1-573-642-6356 Westminster College Westminster College	N	0
111	Wheaton College 501 College Ave. Wheaton , Illinois 60187 Phone : 630-752-5048 Email : mba@mbaweb.org Fax : 1-630-752-5448 Jared Abuhl	N	0
112	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
113	William Woods University no listing Fulton , Missouri 65251 Phone : 573-642-2251 Fax : 1-573-592-1146 William Woods University William Woods University	N	0
114	Women's Employment Network 1734 Easr 63rd Street Suite 300 Kansas City, Missouri 64110 Phone : 816-822-8083 Email : mba@mbaweb.org Fax : 1-816-822-8607 Annetta Marshall	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</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	1/17/2017	Co Sponsoring Job Fair	Co-sponsored and helped organize the Nevada (MO) Job Fair. Went to meetings prior to the event to help prepare for the event and also participated looking for individuals who may have an interest in a broadcast related field.	2	President/GM Program Director
2	2/6/2017	Participation in scholarship programs	Took part in the Missouri Broadcasters Association Scholarship Program. This including make the public aware of the program, taking applications and sending possible candidates to MBA for final review.	1	President/GM