

**KCFX(FM), KCMO(AM), KCMO-FM, KCJK(FM),  
KCHZ(FM) and KMJK(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2015 - September 30, 2016<sup>1</sup>**

**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
Program Director KCHZ-FM	1-2,4-6,8-42	6
Operations Mgr / Program Dir – KCMO-AM	1-2,5,39-42	5
Sales Assistant – <i>(all SEU stations)</i>	1-5,8-42	42
Sales Assistant – <i>(all SEU stations)</i>	1-5,8-42	42
APD / PM Announcer – KCJK-FM	1-2,4-42	1
Morning Show Host – KCJK-FM	1-2,4-42	1

---

<sup>1</sup> This Report provides recruitment data collected from October 1, 2015 through September 21, 2016. Section II of the Report has been revised to more accurately reflect the specific recruitment sources utilized by the SEU’s corporate Human Resources Department. Section III of the Report has been revised to add an additional recruitment initiative.

**KCFX(FM), KCMO(AM), KCMO-FM, KCJK(FM),  
KCHZ(FM) and KMJK(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2015 - September 30, 2016**

**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>Word-of-Mouth Referral</b>	N	8
2	<b>Walk-In/Self Referral</b>	N	2
3	<b>On-Air Announcements</b> (all SEU stations)	N	2
4	<b>Station Website Postings</b> (all SEU stations)	N	0
5	<b>Cumulus Jobs</b> <i>www.cumulusjobs.com / cumulusradio.jobs.com</i>	N	16
6	<b>All Access Website</b> <i>www.allaccess.com</i>	N	4
7	<b>Radio Online</b> <a href="http://jobs.radio-online.com">http://jobs.radio-online.com</a>	N	0
8	<b>Avila University</b> 11901 Wornall Road, Kansas City, MO 64145 Phone: (816)501-3676 Careers@avila.edu	N	0
9	<b>Baker University</b> Susan Wade PO Box 65, Baldwin City, KS 66006-0065 Phone: (785) 594-8382 Susan.wade@bakeru.edu & cdc@bakeru.edu	N	0
10	<b>Black Economic Union of Greater Kansas City</b> Chester Thompson, Jr. 1601 E 18th St # 300, Kansas City, MO 64108 Phone: (816)474-1080 Fax: (816)474-5805 chestert@beukc.org	N	0
11	<b>Blue River Community College</b> Kim Moriconi 20301 E State Route 78, Independence, MO 64057 Phone: (816)220-6768 Fax: (816)220-6511 Kim.moriconi@mcckc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>Dos Mundos</b> Diana Raymer 902-A Southwest Blvd., Kansas City, MO 64108 Phone: (816)221-4747 draymer@dosmundos.com	N	0
13	<b>Experience, Inc.</b> ( <i>Rockhurst University</i> ) Two Faneuil Hall Marketplace, Third Floor, Boston, MA 02109 Phone: (800) 489-7611 mail@experience.com	N	0
14	<b>Fort Hays, Kansas State University</b> Administrative Career Specialist: Millie Schuster Sheridan Hall Rm. 214 600 Park Street Hays, Kansas 67601 Phone: (785)628-4260 careers@fhsu.edu	N	0
15	<b>ITT Educational Services</b> Career Services Coordinator: Patricia Rydell 13000 North Meridian Street, Carmel, IN 46032 Phone: (317)706-9355 careerbank@itt.tech.edu	N	0
16	<b>Johnson County Workforce Center</b> Tom Atchity 9221 Quivera Road Overland Park, KS 66215 Phone: (913)577-5902 Fax: (913)642-7260 tatchity@kansasworks.com	N	0
17	<b>Johnson County Community College</b> LeAnn Cunningham 12345 College Boulevard Student Center Building 2 <sup>nd</sup> Floor Overland Park, KS 66210-1299 Phone: (913) 469-4455 Lcunningham06@jccc.edu	N	0
18	<b>Kansas Black Chamber of Commerce</b> MaryAnn Flunder 4601 State Ave, 1-F, Kansas City, KS 66102 Phone: (913)596-1272 maryannflunder@yahoo.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<b>Kansas City Kansas Community College</b> Barbara Watson J Paul Jewell Student Center 7250 State Avenue Room 3379, Kansas City, KS 66112 Phone: (913)288-7644 Fax: (913)288-7624 bwatson@kckcc.edu	N	0
20	<b>Kansas Dept. of Human Resources Kansas City / Kansas Dept. of Commerce</b> Phyllis LaShell 552 State Avenue, Kansas City, KS 66101 Phone: (913)281-3000 x204 Fax: (913)281-0069 plashell@kansascommerce.com	N	0
21	<b>Kansas Dept. of Social &amp; Rehabilitation Services / Kansas City Metro Region - SRS</b> Debbie Lang 915 SW Harrison Street, Topeka, KS 66612 Phone: (785)296-3959 debbie.lang@srs.ks.gov & centralofficejobs@srs.ks.gov	N	0
22	<b>Kansas State University –Career Services</b> Student Union, First Floor, Manhattan KS 66506 Phone: (785)532-2769 ces@k-state.edu	N	0
23	<b>Longview Community College-Project Hire</b> Linda Anderson 500 SW Longview Road, Kansas City, MO 64081 Phone: (816)672-2380 Fax: (816)672-2547 Post jobs @ MCC Career Central www.careercentral.mcckc.edu	N	0
24	<b>Maple Woods Community College-Project Hire</b> Mary Lynn Munger 2601 NE Barry Road, Kansas City, MO 64156 Phone: (816)437-3155 Fax: (816)437-3205 marylynn.munger@mcckc.edu (also received by nancy.barrington@mcckc.edu )	N	0
25	<b>MCC Business &amp; Technology</b> Mirella Jones / Sheri Anders 1775 Universal Avenue, Kansas City, Missouri 64120-2429 Phone: (816)482-5200 Fax: (816)482-5256 Sherie.anders@mcckc.edu / mirella.jones@mcckc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>N.A.A.C.P. Kansas City, MO</b> 1601 E 18th St # 212, Kansas City, MO 64108 Phone: (816)421-1191 Fax: (816)421-4939 naacpkcmo@sbcglobal.net	N	0
27	<b>Northwest Missouri State University Career Center</b> Tanya Riley 800 University Drive, Maryville, MO 64468-6001 Phone: (660)562-1127 Fax: (660)562-1384 career@nwmissouri.edu & tmriley@nwmissouri.edu	N	0
28	<b>Penn Valley Community College</b> Maggie Stegman (replaced Melanie Bowman) 3201 SW Trafficway, Kansas City, MO 64111 Phone: (816)759-4155 Fax: (816)759-4087 Maggie.stegman@mccckc.edu	N	0
29	<b>Rockhurst College Career Services</b> Mike Theobald 1100 Rockhurst Road, Kansas City, MO 64110 Phone: (816)501-4061 mike.theobald@rockhurst.edu	N	0
30	<b>Truman State University</b> Mary Kay Cowan 100 E. Normal Kirksville, MO 63501 Phone: (660)785-4353 Fax: (660)785-4366 Careers@truman.edu (received by kcowan@truman.edu)	N	0
31	<b>United Minority Media Association</b> MC Richardson 6025 Prospect Suite 206, Kansas City, MO 64130 Phone: (816)822-1313 Fax: (816)822-8002 ummaseventyfour@yahoo.com	N	0
32	<b>University of Central Missouri</b> Career Services: Sharon Jennings Director of Career Services: Teresa Alewel Elliott University Union 302, Warrensburg, MO 64093 Phone: (660)543-4122 (660)543-4395 sjennings@ucmo.edu & careers@ucmo.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>University of Kansas Journalism Career Center</b> Patty Noland 210 Stauffer-Flint Hall / 1435 Jayhawk Blvd Lawrence, KS 66045-7575 Phone: (785)864-7655 journalismjobs@ku.edu (received by pnoland@ku.edu)	N	0
34	<b>University of Kansas</b> Liz Caldwell 110 Burge Union 1601 Irving Hill Road, Lawrence, KS 66045 kucareer@ku.edu (received by lcaldwell@ku.edu)	N	0
35	<b>University of Missouri-Columbia</b> Student Success Center 909 Lowry Mall, Columbia, MO 65211-6060 Phone: (573)882-6801 career@missouri.edu	N	0
36	<b>University of Missouri-Kansas City</b> Career Services 4825 Troost, Room 205, Kansas City, MO 64110 Phone: (816)235-1636 Fax: (816)235-5534 Post jobs @ Roo Career Network www.career.umkc.edu	N	0
37	<b>William Jewell College</b> Career Specialist 500 College Hill, Liberty, MO 64068 Phone: (816)781-7700 x523 blandm@william.jewel.edu	N	0
38	<b>Women's Employment Network</b> 720 Oak Street, Kansas City, MO 64110 Phone: (816)288-8083 tbomar@kcwen.org	N	0
39	<b>Simply Hired (<a href="http://www.simplyhired.com">www.simplyhired.com</a>)</b>	N	0
40	<b>Glass Door (<a href="http://www.glassdoor.com">www.glassdoor.com</a>)</b>	N	0
41	<b>Link Up (<a href="http://www.linkup.com">www.linkup.com</a>)</b>	N	1
42	<b>Indeed (<a href="http://www.indeed.com">www.indeed.com</a>)</b>	N	11
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			44

**KCFX(FM), KCMO(AM), KCMO-FM, KCJK(FM),  
KCHZ(FM) and KMJK(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	<p>Our SEU offers internship opportunities to college students during their junior or senior year on an on-going basis. Area colleges and universities are contacted regularly and are sent copies of internship applications to distribute to interested students.</p> <p>During this reporting period our SEU hosted twelve (12) student interns:</p> <p>Two (2) in the Fall/Winter of 2015 – 1 from the Maple Woods Community College and 1 from the University of Missouri Kansas City;</p> <p>Five (5) in the Spring of 2016 – 3 from the University of Missouri Kansas City and two 2 from Johnson County Community College;</p> <p>Five (5) in the Summer of 2016 – 1 from the University of Missouri, 1 from Johnson County Community College, 1 from the University of Nebraska, 1 from Mid-American Nazarene and 1 from Central Missouri State University.</p> <p>The interns are supervised by the SEU’s Promotions Coordinator and assist with a variety of tasks in the promotions, programming and sales departments. They also accompany SEU on-air, engineering and sales staff members to SEU events including remote broadcasts, on-air personality appearances, music artists’ appearances, etc.</p>

	Type of Recruitment Initiative	Brief Description of Activity
2	Host Job Fair	<p>On October 13, 2015, our SEU hosted The Kansas City Fall Job Fair at Union Station in Kansas City, Missouri. The event was attended by approximately 72 employers from across the metro area that handed out information about their companies, took applications, and interviewed potential applicants. There were approximately 1,100 attendees. The SEU broadcasted the event live on KCMO-AM and spoke to applicants about possible careers in the broadcasting field. In attendance for the SEU were the Market Manager, the General Sales Manager for KCFX &amp; KCMO(AM)/-FM, the General Sales Manager for KCHZ, the KMJK Program Director, Sales Representatives, the Director of Marketing, and the Promotions Coordinator.</p>
3	Participate in Job Fair	<p>On March 9, 2016, our SEU participated in a Professional Sales Recruiting Event at the Embassy Suites in Overland Park, Kansas. The event was hosted by the Sales Job Network. Applicants interviewed with the SEU staff about positions available in our sales organization. The SEU participants included the General Sales Manager for KCFX and KCMO(AM)/-FM and the Sports Marketing Director for Chiefs Radio Network.</p>
4	Host Job Fair	<p>On March 22, 2016, our SEU hosted the Kansas City Spring Job Fair at Union Station in Kansas City Missouri from 10am to 2pm. There were 47 employers present to hand out information about their companies, take applications, and interview potential applicants. There were approximately 800 attendees. The SEU spoke to applicants about possible careers in the broadcasting field. In attendance for the SEU were the General Sales Manager for KCHZ, the Promotions and Intern Coordinator, Promotions Assistant, KMJK Announcer, Regional Engineer, Promotions Assistant, News Announcer, Interns and Sales Representatives.</p>
5	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's RVP/Market Manager, Sales Managers, Program Directors, Operations Manager, Regional Engineer, Director of Marketing, Assistant Business Manager and Business Manager were active attendees in that seminar.</p>



	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>6</b>	Host Job Fair	<p>On July 19, 2016, our SEU hosted the Kansas City Summer Job Fair at Union Station in Kansas City Missouri. There were 43 employers present to hand out information about their companies, take applications, and interview potential applicants. There were approximately 650 attendees. The SEU spoke to applicants about possible careers in the broadcasting field. In attendance for the SEU was the General Sales Manager for KCHZ, the KMJK Program Director, the Regional Engineer, the Promotions and Intern Coordinator, 2 Promotions Assistants, a News Announcers, Interns and Sales Representatives.</p>