

KWRE-AM KFAV-FM  
ANNUAL EEO PUBLIC FILE REPORT  
2018

The purpose of the EEO Public File Report is to comply with Section 73.2080(c)(6) of the Federal Communication Commission's 2002 Equal Employment Opportunity Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following Kaspar Broadcasting Co. Inc. stations:

KWRE-AM Warrenton, MO.  
KFAV-FM Warrenton, MO.

The information contained in the Report covers the time period beginning October 1, 2017 through and including September 30, 2018 ("the applicable period").

1. Full time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period:

Positions Filled:      KFAV Sales (2)

2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, recruitment organizations that specifically requested notification of job vacancies, which should be separately identified), identified by name, address, contact person and telephone number.

Indeed.com

Kfavfm.com

Kwre.com

KFAV-FM On Air

KWRE-AM On Air

3. The recruitment Source that referred the Hiree for the full-time vacancies during the preceding year:

Indeed.com (1)

Promoted from part to full time. Hired part time on 10/16/17 thru indeed.com (1)

4. Data reflecting the total number of persons interviewed for the full-time vacancies during the preceding year and the total number of interviews referred by each recruitment source utilized in connection with such vacancies:

Two total interviewees. Both referred by Indeed.com.

5. A list and brief description of initiatives undertaken to satisfy the requirements to complete two “menu options” within a two-year period:

Toward Initiative 1: Participate in at least four job fairs by station personnel who have substantial responsibility for hiring decisions.

KWRE and KFAV participated in a job fair on October 26, 2017 at the Lincoln County Fairgrounds in Troy. The event was sponsored by the Missouri Job Center-Warrenton, Veterans Resources and Vocational Rehabilitation. We also took part in a job fair on May 4, 2018 at St. Charles Community College in St. Peters, sponsored by St. Charles Community College, Missouri Job Center of St. Charles County, and the Missouri Division of Vocational Rehabilitation. Management personnel were on hand to talk with job seekers about positions available at KWRE and KFAV. We also accepted resumes and had applicants fill out applications.

Toward Initiative 2: Hosting at least one job fair. We hosted a job fair at our studios in Warrenton, MO. from 9am to noon on August 28, 2018. We engaged with attendees, explaining the broadcast industry and accepting resumes from applicants.

Toward Initiative 7: Participate in scholarship programs directed at students desiring to pursue a career in broadcasting.

KWRE and KFAV are participating in the Missouri Broadcasters Association (MBA) Foundation Scholarship Award Program. Elements of the Scholarship Award include airing promos and news stories on KWRE/KFAV soliciting applicants for the program, adding page to KWRE and KFAV web sites regarding scholarship program, and adding link to MBA Scholarship web site. Pamphlets and applications are sent to each inquiring applicant. MBA is alerted to each applicant and KWRE and KFAV indicate to MBA our preferred applicant at time of final decision. All materials provided by the MBA.

Toward Initiative 14: Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Management personnel receive ongoing training regarding our EEO responsibilities. Training meetings were held on 10/2/17, 10/6/17, 10/25/17 11/20/17, 2/12/18, 2/21/18, 3/20/18, 3/22/18, 5/15/18, 6/11/18, 7/9/18, 7/16/18, 8/23/18 and 8/29/18 to discuss the nature and scope of outreach initiatives and our EEO responsibilities. Meetings included Mark Becker, Mike Thomas, and/or Steve Kaspar, Bev Wideman and Vern Kaspar.