

KWRE-AM KFAV-FM
ANNUAL EEO PUBLIC FILE REPORT
2017

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, 2016 through and including September 30, 2017 ("the applicable period").

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

Positions Filled: KFAV Sales (4)

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.

Missouri Career Center
111 Steinhagen, Warrenton, MO. 63383
Joann Toerper 636-456-9467

Missouri Career Center
212 Turner Blvd., St. Peters, MO. 63376
Don Holt 636-255-6060

Wright City Men's Club
23701 S. Hwy 47, Warrenton, MO. 63383
Mike Houston 636-456-2751

NECAC
P.O. Box 470, Bowling Green, MO. 63334
Don Patrick 573-324-3960

NAACP
625 N. Euclid Ave., Suite 100, St. Louis, MO. 63108
Harold Crumpton 314-361-4334

Broadcast Center
2360 Hampton Ave., St. Louis, MO. 63139
John Carroll 314-647-1575

Job Point
2116 Nelwood Dr., Suite 200, Columbia, MO. 65202
Brenda Overkamp 573-777-1506

Job Corps
514 E. High St., Suite 11, Jefferson City, MO. 65101
Deborah Atkinson 573-634-5686 Ext. 2

ZipRecruiter.com

Indeed.com

Kfavradio.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 (6)
KFAV-FM On Air (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:

Seven total interviewees. Six referred by Indeed.com, one by KFAV-FM On Air.

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 13, 2016 at the Knights of Columbus Hall in Truesdale, MO. The event was sponsored by the Missouri Division of Workforce Development, Missouri Job Center, and Booneslick Regional Planning Commission. We also took part in a job fair on May 5, 2017 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 will host a job fair before Sept. 30, 2018.

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 11/30/16, 1/10/17, 1/25/17, 3/8/17, 3/10/17, 4/12/17, 5/17/17, 7/13/17, 8/11/17, 9/6/17 and 9/8/17 to discuss the nature and scope of outreach initiatives and our EEO responsibilities. Meetings included Bev Wideman, Mark Becker, Mike Thomas, and/or Steve Kaspar and Vern Kaspar.