

KWRE-AM KFAV-FM  
ANNUAL EEO PUBLIC FILE REPORT  
October 1, 2019 – September 30, 2020

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. of Missouri stations:

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

The information contained in the Report covers the time period beginning October 1, 2019 through and including September 30, 2020 (“the applicable period”).

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

Positions Filled:        none

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.

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:

N/A

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:

N/A

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 May 3, 2019 at St. Charles Community College in Cottleville, MO, sponsored by St. Charles Community College, Missouri Job Center of St. Charles County, and Missouri Division of Vocational Recreation. (See 2019 EEO Report).

Toward Initiative 2: Hosting of at least one job fair.

We hosted a job fair at our studios in Warrenton, MO. from 9am to noon on August 26, 2020. 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 9: Establishment of a mentoring program to enable station personnel to improve their skills to qualify for higher positions.

KWRE/KFAV senior management engage in ongoing mentoring practices for junior staff and sales associates in order to facilitate advancements to management positions when such opportunities arise. Activities include monthly one on one meetings, and semi-annual group training sessions.

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 10/17/19, 11/15/19, 1/8/20, 1/22/20, 2/20/20, 3/11/20, 4/14/20, 4/29/20, 5/14/20, 6/11/20, 7/16/20, and 9/3/20 to discuss the nature and scope of outreach initiatives and our EEO responsibilities. Meetings included Mark Becker, Mike Thomas, and/or Steve Kaspar.