

**KTTS-FM, KSPW(FM), KRVI(FM), KSGF-FM, KSGF(AM)
EEO PUBLIC FILE REPORT
October 1, 2023 – September 30, 2024**

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
No Full-Time Positions Were Filled During this Reporting Period.		

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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
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On November 19, 2023, one of SummitMedia’s Account Executives participated in Career Day in the Taneyville School District by providing a presentation to a classroom of elementary school students. She explained: what radio broadcasting is; who SummitMedia is; identified the five different radio stations in the Springfield cluster; and the types of careers available in radio broadcasting. Using a PowerPoint presentation and visual aides, she talked about the history, hosts, music, explained what an account executive does, and shared some tips about how to pursue a career in radio. Further, she recorded several students reading copy that was later produced and sent back to them.
2	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On March 5, 2024, our KSPW Program Director welcomed a a group of High School Broadcast & Multi-Media students from Willow Springs, MO, for a guided tour of our Springfield facilities, including all four broadcast studios, news studio, production studio, as well as business offices. He provided them with information about day-to-day operations, demonstrated on-air duties, described the various careers opportunities available in radio broadcasting as well as the education recommended for success in the radio business. Before concluding the tour, he made sure to address the many questions posed by the students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in Job Fair	On April 17, 2024, our SEU participated in the Diversity & Inclusion Virtual Career Fair hosted by CareerEco. Perspective candidates were invited to participate in live group chats or to schedule a 15 minute interview on the day of the Fair. Our hiring manager was available to interact with participants who not only informed them about SummitMedia's job openings but talked with them about careers in radio and media as well. Our SEU was pleased with the interest shown in this event. Participants were encouraged to apply for current and future openings through SummitMedia's talent bank.
4	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting (4)	On May 6, 2024, SummitMedia's KSPW Morning Show Team participated in Career Day at Strafford Middle School, Strafford, MO. They spoke to four (4) different classes about how they began their radio careers, the day-to-day duties that their jobs entail, and answered students' questions about the educational requirements needed to pursue a career in broadcasting.