

KDBB, KFMO
EEO PUBLIC FILE REPORT
October 1, 2024 - September 9, 2025

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
Sales Manager	1-2, 4-5, 8-18, 20-23, 25-26, 28-36	8
Marketing Advisor	1-7, 9-33, 35-36	3
Marketing Advisor	1-7, 9-33, 35-36	24

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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
1	B104FM.COM PO BOX 36 PARK HILLS, Missouri Phone : 5734311000 Fax : 1-573-431-0850 Chelley Odle	N	0
2	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com John Carroll	N	0
3	Call In	N	1
4	Central Methodist College 411 Central Methodist Square Fayette, Missouri 65270 Phone : 660-248-6223 Url : centralmethodist.edu Email : career@centralmethodist.edu Fax : 1-660-248-6266 Robyn Cobb	N	0
5	Central Missouri State Univ University Union 302 Warrensburg, Missouri 64093 Phone : 660-543-4111 Email : tstutheit@missouribroadcasters.org Fax : 1-660-543-4668 Terri Stutheit	N	0
6	College of the Ozarks 100 Opportunity Ave Point Lookout, Missouri 65726 Email : ehays@cofo.edu Erin Hayes-Dennis	N	0
7	Columbia College 1001 Roger Street Columbia, Missouri 65216 Phone : 573-875-7425 Fax : 1-573-875-7209 Don Malson	N	0
8	Current Employee/Internal Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Drury University 900 N Benton Ave Springfield , Missouri 65802 Email : brianshipman@drury.edu Brian Shipman	N	0
10	Evangel University 1111 N Glenstone Ave Springfield , Missouri 65802 Phone : 4178652815 Email : pacec@evangel.edu Cameron Pace	N	0
11	Hannibal-LaGrange University 2800 Palmyra Road Hannibal , Missouri 63401 Email : cjung@hlg.edu Christy Jung	N	0
12	Harris-Stowe State College 3029 Laclede Ave Rm 119 St Louis, Missouri 63103 Phone : 314-340-3512 Email : careerengagement@hssu.edu Fax : 1-314-340-3389 Wanda McNeil	N	0
13	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-789-3951 Email : employmentservices@jeffco.edu Bob Gross	N	0
14	Lincoln University 1004 E. Dunklin St. Jefferson City, Missouri 65102 Email : crossl@lincolnu.edu Leslie Cross	N	0
15	Lindenwood College 209 South Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Email : tstutheit@missouribroadcasters.org Fax : 1-636-949-4310 Terri Stutheit	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Mineral Area College 5270 Flat River road park hills, Missouri 63601 Phone : 5735183841 Email : asheets@mineralarea.edu Allison Sheets	N	0
17	Missouri Broadcasters Association P.O. Box 10445 Jefferson City, Missouri 65110-4445 Phone : 573-636-6692 Email : tstutheit@missouribroadcasters.org Fax : 1-573-634-8258 Terri Stutheit	N	0
18	Missouri Career Center 403 Parkway Drive Park Hills, Missouri 63601 Phone : 573-518-2431 Email : gladysfrazier@ded.mo.gov Fax : 1-573-518-2439 Becky Murphy	N	0
19	Missouri Div of Employment Services 16 South Coffman Park Hills, Missouri 63601 Phone : 573-431-1510 Url : www.missouriworks.com Fax : 1-573-431-8073 Vicki Wade	N	0
20	Missouri Southern State University 3950 E Newman Road Joplin, Missouri 64801 Email : green-l@mssu.edu Lisa Olliges-Green	N	0
21	Missouri State University 901 S. National Ave Springfield , Missouri 65897 Email : mjpardue@missouristate.edu Mary Jane Pardue	N	0
22	Missouri Valley College 500 East College Street Marshall , Missouri 65340 Email : kujawak@moval.edu Ken Kujawa	N	0

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23	Northwest Missouri State University 800 University Dr 231 Wells Hall Maryville, Missouri 64468 Email : kjmiller@nwmissouri.edu Kyle Miller	N	0
24	Other Source	N	1
25	Southeast Missouri State University One University Plaza, MS 3333 Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : semo.edu Email : careerservices@semo.edu Attn Career Services	N	0
26	Southwest Missouri State Univ 901 South National Springfield, Missouri 65804 Phone : 417-836-5000 Email : careercenter@missouristate.edu Fax : 1-417-836-6797 Attn Vicki	N	0
27	Sportscaster Agency of America 26101 Del Rey 9 Ste A, Mission Viejo,, California 92691 Phone : (949) 648-7822 (STAA) Url : https://staatalent.com/ Email : jon@staatalent.com John Chelsenik	N	0
28	State Fair Community College 3201 W. 16th Street Sedalia, Missouri 65301 Email : toar@sfcemo.edu Timothy Oar	N	0
29	Truman State University 100 E. Normal St. Barnett 1204 Kirksville, Missouri 63501 Email : dcprice@truman.edu David Price	N	0

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30	Unitec Career Center 7163 Raider Rd Bonne Terre, Missouri 63628 Phone : 573-358-2271 Email : jcauley@ncsd.k12.mo.us J Cauley	N	0
31	University of Central Missouri University of Central Missouri Warrensburg, Missouri 64093 Email : price@ucmo.edu Stephen Price	N	0
32	University of Missouri - St Louis One University Blvd St Louis, Missouri 63121 Phone : 314-516-5000 Fax : 1-314-516-6535 Career Services	N	0
33	University of Missouri-Kansas City (UMKC) 5120 Rockhill Road Kansas City, Missouri 64110 Email : mullink@umkc.edu Kevin Mullin	N	0
34	Unknown Referral Source	N	1
35	Westminster College 501 Westminster Ave Fulton, Missouri 65251 Phone : 573-642-5138 Email : CareerSrv@westminster-mo.edu Virginia Hall	N	0
36	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2024	Sponsorship of events in the community designed to increase public awareness	Members of Odle Media Group attended Farmington Regional Chamber Annual Business Conference: Marketing Matters on Tuesday, October 1, 2024 at MAC Tech at Mineral Area College, Park Hills, Missouri. Presentations for Marketing Matters included information on careers in broadcasting as well as marketing strategies provided by broadcasting.	4	Owner Operations Manager Marketing Advisor/Digital Marketing Advisor
2	10/14/2024	Provision of training to management	On Monday, October 14, 2024, Allicia Hovis completed a training series titled Welcome to Management: Your Essential Guide to Leading and Thriving provided by Ten Minute Trainer. Courses included information to improve time-management, how to have hard conversations, as well as a section dedicated to DEI. An assessment was completed by Allicia Hovis.	1	Office/Traffic Manager
3	10/17/2024	Participation in Job Fairs	On Thursday, October 17, 2024 members of Odle Media Group attended Potosi High School Career Mountain in Potosi, Missouri where students were educated on the different types of careers in radio broadcasting such as administration, sales, on-air talent, production, and engineering.	2	Office/Traffic Manager Marketing Advisor
4	11/14/2024	Participation in Job Fairs	On Thursday, November 14, 2024 members of Odle Media Group attended Kingston High School Career Fair in Cadet, Missouri where students were educated on different types of careers in radio broadcasting such as administration, sales, on-air talent, production, and engineering.	2	Operations Manager Marketing Advisor
5	Ongoing Event	Participation in events or programs sponsored by educational institutions	Dustin Kopp, as part of the Black Knight Insight, partnered with the Farmington School District to discuss the operations of each part of the District and the various careers in broadcasting that students in the District could pursue.	1	Operations Manager

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6	1/13/2025	Establishment of an intern program designed to assist members of the community	Odle Media Group hosted an internship program. We had an intern from the Reynolds Journalism Institute who worked in our digital media department and was supervised by Chelley Odle.	12	Owner Program Director Operations Manager Marketing Advisor/Digital
7	3/5/2025	Participation in events or programs sponsored by educational institutions	On Wednesday, March 5, 2025, Jared Pettus, Sports Director, attended "Read Across America Week" at Roosevelt Elementary in Farmington, Missouri. Along with reading to students, Jared was able to educate them on radio and sports broadcasting.	1	Sports Director
8	3/18/2025	Participation in Job Fairs	On Tuesday, March 18, 2025 members of Odle Media Group attended Farmington High School Career Fair in Farmington, Missouri where students were educated on the different types of careers in radio broadcasting such as administration, sales, on-air talent, production, and engineering.	4	Office/Traffic Manager Operations Manager Marketing Advisor/Digital Sports Director
9	4/17/2025	Participation in Job Fairs	Dustin attended job fair at Arcadia Valley High School in Ironton Missouri to educate students on careers in broadcasting as well as disperse applications	1	Operations Manager