

EEO Public File Report for Period 10/11/14-9/30/15

- I. Full Time Job Vacancies Filled
 - a. Production
 - b. Sales Executive/Research
 - c. General Office

- II. Recruitment Source(s) used to fill vacancies
 - a. Production – 2, 7
 - b. Sales Executive/Research – 2, 5, 7
 - c. General Office – 2, 7

- III. Data reflecting total number of persons interviewed
 - a. Missouri State University – College of Business
 - b. On-Air Advertising (4)
 - c. Walk-In (1)
 - d. Bryan College (0)
 - e. Employee Referral (2)
 - f. Missouri Career Center (0)
 - g. Station Web-site Advertising (9)
 - h. Penmac (0)
 - i. Springfield Business Journal (0)
 - j. Springfield News Leader (0)
 - k. Laid off employee-reinstated (0)

- IV. Data reflecting total number of person referred by each recruitment Source
 - 1. Missouri State University – College of Business (0)
 - 2. On-Air Advertising (28)
 - 3. Walk-In (10)
 - 4. Bryan College (0)
 - 5. Employee Referral (4)
 - 6. Missouri Career Center (10)
 - 7. Station Web-site Advertising (35)
 - 8. Penmac (0)
 - 9. Springfield Business Journal (0)
 - 10. Springfield News Leader (1)

- V. Outreach Initiatives
 - Stations Tours
 - Career Fair
 - Missouri Career Source Workforce Development