

EEO PUBLIC FILE REPORT

For The Reporting Period of October 1, 2017 thru September 30, 2018

Prepared by: Vision Communications, Inc.
(Licensee/Permittee)

This report covers the following employment unit:

<u>CALL SIGN</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location</u>
KICK AM	34563	Commercial AM	Springfield, Mo
KADI FM	60709	Commercial FM	Republic/Springfield, Mo

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1. Account Manager	March 21, 2018	04/02/18
2. Account Manager	April, 13, 2018	04/23/18
3. Account Manager	April 9, 2018	04/23/18
4. Account Manager	May 25, 2018	05/29/18
5. Account Manager	July 30, 2018	08/01/18
6. Production Manager	June 4, 2018	06/11/18
7. Traffic Manager	May 29, 2018	06/06/18

B. During the reporting period, the following recruitment sources were contacted as vacancies for full-time jobs opened.

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>
1. 99.5 Hit FM	1550-A E. Battlefield Rd Springfield, Mo 65804	Mark Hill	417- 831-0995
2. 1340 KICK Website	KICK.com	Rod Kittleman	417-831-0995
3. 1340AM Radio Station	1550-A E. Battlefield Rd. Springfield, Mo 65894	Mark Hill	417-831-0995
4. Personal Referral			
5. Craigslist	www.craigslist.org Springfield, Mo	On-line	
6. Indeed	www.employers.indeed.com	On-Line	
7. Unite Publ.	2101 W. Chestnut Expy	Samuel Knox	417-864-7444
8. Personal Friend	1550-A E. Battlefield Rd.. Springfield, Mo. 65804		
9. LinkedIn	LinkedIn.com	RC Amer Debbie Hill	417-831-0995
10. Facebook	Facebook.com/ 1340 Big Talker	Mark Hill	417-831-0995

C. The following is a list of the sources for full-time jobs shown in Section A above and the recruitment Source which provided the hiree for that position.

	<u>Job Title</u>	<u>Recruitment Source</u>
1.	Account Manager	07
2.	Account Manager	07
3.	Account Manager	07
4.	Account Manager	04
6.	Production Manager	07
7.	Traffic Manager	05

D. During the previous twelve (12) months, there were a total of seven (07) people interviewed for Full-time positions. The following is a list of the total number of interviews referred by each Recruitment source as shown in section B.

<u>Recruitment Source</u>	<u>Total Number of Interviewees</u>
1. Indeed.Com	4
2. Personal Friend	1
3. 1340 AM radio station	1
4. 1340 KICK Website	1

E. Outreach Initiative Record Keeping:

Station(s) Claiming Credit: KICK -AM; KADI- FM

Type of activity listed under Outreach Initiative worksheet 1. Participation in at least five job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: October 3, 2017 11:00 AM – 1:00 PM

Host/Sponsor of activity: Evangel University (On campus)

Participating employees: Station Manager, Mark A. Hill; Senior Executive Manager, Debbie Hill, Operations Manager, Steve Largent; Carlye Schmickle, Lance Ogden, Parker O’Dell, Bob Stell, all Whom are account executives and Rod Kittleman, program director.

Brief description of activity and station participation: This job was sponsored by Evangel University. Multiple businesses set up booths for student interaction. Station management was present at station booth taking applications and doing interviews with interested students. Open positions were discussed along with qualifications for those positions. Positions included On-Air; Account Executives and possible internships.

Type of activity listed under Outreach Initiative Worksheet 2: Participation in at least five job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: October 10, 2017 11:00 AM – 1:00 PM

Host/Sponsor of Activity: Missouri State University (off campus)

Participating employees: Station Manager, Mark A. Hill; Senior Account Executive, Debbie Hill; Account Executive, Operations Manager, Steve Largent; Carlye Schmickle, Lance Ogden, Parker O'Dell, Bob Stell, all whom are account executives, Rod Kittleman, program director and Inda Jose, On/Air personnel.

Brief description of activity and station participation: This job fair was sponsored by Missouri State University. Multiple businesses set up booths for student interaction. Station management was present at station booth taking applications and doing interviews with interested students. Open positions were discussed along with qualifications for those positions. Positions included On/Air; Account Executives and possible internships.

Type of activity listed under Outreach Initiative worksheet 3. Participation in at least five job fairs by station personnel who have substantial responsibility in making of hiring decisions.

Date of station participation: October 17, 2017 11:00 AM – 1:00 PM

Host/Sponsor of activity: Drury University (on campus)

Participating employees: Station Manager, Mark A. Hill; Senior Account Manager, Debbie Hill; Operations Manager, Steve Largent; Parker O'Dell, Carlye Schmickle, Lance Ogden, all whom are account executives; Rod Kittleman, program director and India Jose, on-air personnel.

Brief description of activity and station participation: This job was sponsored by Drury University. Multiple businesses set up booths for student interaction. Station management was present at station booths taking applications and doing interviews with interested students. Open positions were discussed along with qualifications for those positions. Positions included On/Air, Account Executives and possible internships.

Type of activity listed under Outreach Initiative worksheet 4. Participation in at least five job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: October 24, 2017 11:00 AM – 1:00 PM

Host/Sponsor of activity: Baptist Bible College (on campus)

Participating employees: Station Manager, Mark A. Hill; Senior Account Executive, Debbie Hill; Operations Manager, Steve Largent; Carlye Schmickle, Lance Ogden, Bob Stell, Parker O'Dell all whom are account executives; Rod Kittleman, program director and India Jose, on-air personnel.

Brief description of activity and station participation: This job fair was sponsored by BBC . Multiple businesses set up booths for student interaction. Station management was present at station booth taking applications and doing interviews with interested students. Open positions were discussed along with qualifications for those positions. Positions included On/Air; Account Executives and possible internships.

Type of activity listed under Outreach Initiative worksheet 5: Participation in at least five job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: October 31, 2017, 11 AM – 1: PM

Host/Sponsor of activity: OTC (Ozark Technical College)

Participating employees: Station Manager, Mark A Hill, Senior account Executive, Debbie Hill; Operations Manager, Steve Largent, Carlye Schmickle, Lance Ogden, Parker O'Dell, Rod Kittleman, program director and India Jose, on air-personnel.

Brief description of activity and station participation: This job was sponsored by Ozark Technical College . Multiple businesses set up booths for student interaction. Station management was present At station booths tasking applications and doing interviews with interested students. Open positions Were discussed along with quaifications for those positions. Positions included On/Air, Account Executives and possible internships.

Recruitment Source

1. Evangel University
2. Missouri State University
3. Drury University
4. Baptist Bible College
5. OTC (Ozark Technical College)

Type of activity listed under Outreach Initiative worksheet 6. Participation in at least three events or programs by KICK-AM and KADI-FM relating to career opportunities in broadcasting..

Date of station participation: January, 2018

Host/Sponsor of Activity: JQH Arena- Winter Jam

Host/Sponsor of Activity: KADI FM

Participating employees: R.C. Amer, Jr., Nathan Reese, Steve Largent, Paula Turley.

Vision Communications, Inc had a booth a (1) major concert at JQH Arena with approximately 8000 in attendance. Students were primary attendees. There was interaction with the students and Broadcast jobs and internship jobs and potential positions were discussed.

Type of activity listed under Outreach Initiative worksheet 7. Participation in one event or program sponsored by KICK-AM and KADI-FM relating to career opportunities in broadcasting.

Date of Station participation: October, 26-28, 2017

Host/Sponsor of Activity: Freeway Ministries – Save Our City

Host/Sponsor of activity: KADI FM

Participating employee: Joy Miracle, Business Manager

Brief description of activity and station participation: Vision Communication, Inc. attended the event program at the fair-grounds, as a counselor. Students and adults were primary attendees. There was interaction with students and adults. Approximately 3500 students and adults in attendance.

Type of activity listed under Outreach Initiative worksheet 8. Participation in one event or program Sponsored by KADI-FM.

Date of Station participation: September 12, 2018

Host/Sponsor of activity: Freeway Ministries – Save Our City

Participating employee: Rod Kittleman, Program Director

Brief description of activity: On-air interview with Mr. John Stoup of Freeway Ministries with the upcoming event Save Our City on September 13-15, 2018 held at Baptist Bible College..

Internal Professional Development

We maintain a monthly meeting where staff members are trained and instructed in proper business client relationships, operating procedures and review EEO requirements and sexual harassment policy in place. These meetings last approximately one hour and service to benefit the employees in regard to growth in their respective positions.

Department heads provide weekly and sometimes daily training and mentoring for employees in their Departments to assist in resolving issues and giving instruction in regard to job performance.

Name of Respondent:
Vision communications, Inc.
D/B/A KICK-AM, KADI-FM

Approved by:
Typed Name: R.C. Amer, Jr.
September 30, 2018
Telephone: 417-831-0095

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