

EEO PUBLIC FILE REPORT

For The Reporting Period of October 1, 2022 thru September 30, 2023

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. Community Service Representative	July 29, 2023	08/22/23

B. During the reporting period, the following recruitment sources were contacted for full-time positions.

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone</u>
1. KADI FM	1550-A E. Battlefield Rd Springfield, Mo 65804	Mark Hill	417-831-0995
2. 1340 KICK Website	KICK.com	Mark Hill	417-831-0995
3. 1340AM Radio Station	1550-A E. Battlefield Rd. Springfield, Mo 65804	Mark Hill	417-831-0995
4. Personal Referral			
5. Indeed	www.employers.indeed.com	On-Line	
6. Unite Publ..	2101 W. Chestnut Expy Springfield, Mo. 65802	Samuel Knox	417-864-7444
7. Evangel University	1111 N. Glenstone Ave Springfield, Mo. 65802	Shannon McClure	417-865-2815
8. Facebook	Facebook.com 1340 Big Talker	Mark Hill	417-831-0995
9. Mo. State University	901 S. National Ave. Springfield, Mo. 65897	Jill Murphy	417-836-5000
10. Drury University	900 S. Benton Ave Springfield, Mo. 65802	Emily Buckmaster	417-871-7284

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. Community Service Representative	05

D. During the previous twelve (12) months, there were a total of four (02) 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. KADI FM	1
2. Indeed	1

E. Outreach Initiative Record Keeping:

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

Type of activity listed under Outreach Initiative worksheet 1. Participated in Winter Jam Held at The Great Southern Bank Arena, Springfield, Mo.

Date of station participation: March 24, 2022

Host/Sponsor of activity: Premier Productions, Inc.

Participating employees: Operations Manager, Rob Keeney; employees Marla Lucas and Sharlene Phillips.

Brief description of activity and station participation: Winter Jam was sponsored by Premier Productions, Inc. Multiple businesses set up booths for student interaction. Station management was present at a booth taking applications and doing interviews with interested students. Open positions were discussed along with qualifications for those positions. Positions included On/Air and possible internships.

Type of activity listed under Outreach Initiative Worksheet 2: Participated in Light the Way held at Faith Family Farms, Ozark, MO

Date of station participation: July 7, and 8, 2023

Host/Sponsor of Activity: Light of the Way Ministry.

Participating employees: President, RC Amer, Operations Manager, Rob Keeney, Marla Lucas, Sharlene Phillips and Robyn Webb.

Brief description of activity and station participation: was sponsored by Light the Way Ministry, We set up booths and promoted our station for intern and job opportunities at KADI.

Type of activity listed under Outreach Initiative Worksheet 3: Outreach Announcements.

Date of station participation: All year and September 26, 2023.

Host/Sponsor of Activity: KADI FM and KICK AM

Brief description of activity and station participation: Each day announcements are run on **KADI FM and KICK AM** inviting organizations to request information regarding open positions and a job fair was held for opportunities in the following areas; Community Relations, Marketing and administrative. It was held in the Galleria Shopping Center, 1550 E Battlefield Rd, Suite A, Springfield. Mo. From 7 am to 6 pm.

F. Internship Program:

Throughout the year Vision Communications, Inc. operated in an internship program designed to assist students to obtain a professional career in broadcasting that would enhance and utilize communication skills .A Missouri State University student worked with our operations Manager Rob Keeney as a production assistant.

Internal Professional Development: EEO Management Meeting:

A meeting was conducted on 8/14/23, for the purpose of discussing and clarifying a variety of EEO Policies,, such as: Hiring, sexual harassment policy, termination procedures and proper management with employees. A great deal of time was spent discussing employee retention and how to create a more enjoyable workplace. We discussed and committed a wide dissemination of information, regarding job openings. Initiatives include Job fairs, Internships, Signage, and info at live events, On/Air, Online, Indeed and providing info to local universities and minority publications. Those in attendance were R.C. Amer, Jr. President, Mark Hill General Manager and Debbie Hill Sales manager and all employees.

Name of Respondent:

Vision communications, Inc.
D/B/A KICK-AM, KADI-FM

Approved by:

Typed Name: R.C. Amer, Jr.
September 30, 2023
Telephone: 417-831-0995