Annual EEO Public File Report
KIXQ-FM, KSYN-FM, KXDG-FM, KJMK-FM, KZRG-AM, KZYM-AM

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2008 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised for the following station(s): KIXQ-FM, Joplin, MO; KSYN-FM Joplin, MO; KXDG-FM, Webb City, MO; KJMK-FM, Webb City, MO; KZRG-AM, Joplin, MO; KZYM-AM, Joplin, MO and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning October 1, 2025, to and including September 30, 2026 (the "Applicable Period").

The FCC's 2007 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices I., II. and III. which follow have been designed, in the aggregate, to provide the required information.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

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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 and Marketing Consultant	1-63, 65-67	20
Sales Assistant	1-21, 23-28, 30-67	20
Morning News Host & Multimedia Journalist	12, 14-15, 19-20, 22-25, 31, 33-34, 40-41, 43, 50, 53-57, 59-63, 66	20

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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	American Broadcasting School 712 N Watson Road Suite 200 Arlington, Texas 76011 Phone : 417-000-0000 Url : http://www.radioschool.com Email : michelle@radioschool.com Fax : 1-817-695-2838 Michelle McConneell	N	0
2	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : webmail@abwa.org Fax : 1-417-883-2259 Donnie Harris	N	0
3	American Federation of Television and Radio Artists 1034 South Brentwood Blvd., Suite 1310 St Louis, Missouri 63117 Phone : 3142318410 Url : https://www.sagaftra.org/missouri-valley/about-our-local Email : mv@sagaftra.org Fax : 1-314-231-8412 Career Service	N	0
4	American Indian Center 309 North Jefferson Springfield , Missouri 65806 Phone : 417-000-0000 Fax : 1-816-471-8543 Christine Molley	N	0
5	Avila College 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-501-3666 Email : careers@avila.edu Fax : 1-816-501-2461 Gina Frigault	N	0

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6	Baptist Bible College 628 E. Kearney Springfield, Missouri 65803 Phone : 417-268-6042 Email : support@gobbc.edu Fax : 1-800-819-8330 Angel Wente	N	0
7	Business Women of Missouri 720 Cherry Chillicothe, Missouri 64601 Phone : 417-000-0000 Email : sharronsutton512@gmail.com Sharaon Sutton	N	0
8	Carver Baptist Bible College Institute & Seminary 7203 Paseo Blvd. Kansas City, Missouri 64132 Phone : 816-333-1577 Email : antoine.richardson@carverbiblecollegekc.org Fax : 1-816-333-6504 Antoine Richardson	N	0
9	Central Christian College 911 East Urbandale Drive Moberly, Missouri 65270 Phone : 660 263-3900 Email : loripeter@cccb.edu Fax : 1-660-263-3936 Lori Peter	N	0
10	Central Missouri State Union 302 Warrensburg, Missouri 64093 Phone : 660-543-4379 Email : careers@ucmo.edu Ron Eblen	N	0
11	College Of The Ozarks P O Box 17 Point Lookout, Missouri 65726 Phone : 417-690-3248 Email : jfreeman@cofo.edu Fax : 1-417-335-2618 Jim Freeman	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
12	Columbia College 1001 Rogers Street Columbia, Missouri 65216 Phone : 573-348-9129 Gabe Branstetter Manual Posting	N	0
13	Culver Stockton College One College Hill Canton, Missouri 63435 Phone : 573-288-6536 Email : rjarvis@culver.edu Fax : 1-217-231-6487 Robin Jarvis	N	0
14	Drury University 900 N Benton Springfield, Missouri 65802 Phone : 417-873-7284 Emily Buckmaster Manual Posting	N	0
15	EVANGEL UNIVERSITY 1111 N. GLENSTONE SPRINGFIELD, Missouri 65802 Phone : 417-865-2815 THELMA WEATHERLY Manual Posting	N	0
16	Guadalupe Center 1015 Avenida Cesar E Chavez Kansas City, Missouri 64108 Phone : (816) 561-6885 Url : https://guadalupecenters.org/contact-us/ Email : barrio@guadalupecenters.org Fax : 1-816-421-1001 Career Services - Palcement	N	0
17	Harris-Stowe University 3029 Laclede Ave Rm 119 St Louis, Missouri 63103 Phone : 314-340-3512 Url : http://go.hssu.edu/rsp_content.cfm?wid=12&pid=83 Email : careerengagement@hssu.edu Fax : 1-314-340-3389 Career Services Director	N	0

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18	Heart of America Indian Center 600 W 39th St Kansas City, Missouri 64111 Phone : (816) 931-5229 Email : information@kcindiancenter.org Fax : 1-816-421-6493 Lupe Krehbiel	N	0
19	Illinois Center for Broadcasting 455 Eisenhower Lane S 455 Eisenhower Lane S, Illinois 60148 Phone : 630-916-1700 Url : www.BeOnAir.com Email : dlingemann@beonair.com Fax : 1-630-916-1764 Dustin Lingemann	Y	0
20	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : na Url : indeed.com National List Manual Posting	N	9
21	Jefferson College 1000 Viking Drive Hillsboro, Missouri 63050 Phone : 636-797-3000 X223 Url : www.jeffco.edu Email : lwarner@jeffco.edu Lora Warner Warner	N	0
22	Kansas Association of Broadcasters 214 SW 6th Ave #300 Topeka, Kansas 66603 Url : https://kab.net/ Allison Mazzei Manual Posting	N	0
23	Lincoln University 820 Chestnut St. Jefferson City, Missouri 65101 Phone : 573-681-5167 Url : lincolnu.edu Career Counselor Manual Posting	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
24	Lindenwood University 209 S. Kingshighway St. Charles, Missouri 63301 Phone : 636-949-4806 Shannon Wright Manual Posting	N	0
25	Maryville University 13550 Conway Road St Louis, Missouri 63141 Phone : 3145296571 Antioinette Boyd Manual Posting	N	0
26	Memphis Democrat 121 S Main St. Memphis, Missouri 63555 Phone : 660-465-7016 Email : memdemocrat@nemr.net Fax : 1-660-465-2803 Chris Feeney	N	0
27	Metropolitan Community College Longview 500 SW Longview Road Kansas City, Missouri 64081 Phone : 816-604-2155 Email : LV.CareerServices@mcckc.edu. Maggie Garcia	N	0
28	Mineral Area College P.O. Box 1000 Park Hills , Missouri 63601 Phone : 573-518-2251 Email : kneff@mineralarea.edu Kathryn Neff	N	0
29	Missouri Broadcasters Assoc. P O Box 104445 Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : www.mbaweb.org Email : tstutheit@missouribroadcasters.org Fax : 1-573-634-8258 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
30	Missouri Career Center 1514 S. Glenstone Springfield, Missouri 65804 Phone : 417-887-4343 Email : mrojas@springfield.gov Fax : 1-417-888-4076 Mary Rojas	N	0
31	Missouri Div of Employment Services 730 S. Wall Ave. Joplin, Missouri 64801 Phone : 417-629-3000 Url : www.missouriworks.com Email : ygideon@wibswmo.com Fax : 1-417-629-3011 Yvonne Gideon	Y	0
32	Missouri Southern State University 3950 E. Newman Rd Joplin, Missouri 64801 Phone : 417-625-9343 Email : careerservices@mssu.edu Alex Gandy	N	0
33	Missouri State University 901 South National Springfield, Missouri 65804 Phone : 4178365636 Career Center Manual Posting	N	0
34	Missouri University of Science and Technology (Missouri S&T) 1870 Miner Circle Rolla, Missouri 65401 Phone : 573-341-4343 Michelle Meier Manual Posting	N	0
35	Missouri Valley College 500 East College Marshall, Missouri 65340 Phone : 660-831-4242 Email : mccrary@moval.edu Fax : 1-660-831-4039 Beth McCrary	N	0

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36	Missouri Vocational Rehab Center 3102 Blattner Cape Girardeau, Missouri 63701 Phone : 573-290-5788 Email : teresa.king@vr.dese.mo.gov Fax : 1-573-290-5921 Janet Childress	N	0
37	Moberly Area Community College 101 College Avenue Moberly, Missouri 65270 Phone : 660-263-4110 Email : sarahba@macc.edu Fax : 1-660-263-2406 Sarah Hardison	N	0
38	MOC Penn Valley 3201 SW Trafficway Kansas City, Missouri 64111 Phone : 8166044155 Email : career.central@mcckc.edu Fax : 1-816-759-4087 Career Central	N	0
39	National Association of Farm Broadcasters PO Box 500 Platte City, Missouri 64079 Phone : 816-431-4032 Url : nafb.com Email : erin@nafb.com Fax : 1-816-431-4087 Gardner Hatch	N	0
40	Northern Kentucky University Nunn Drive Highland Heights, Kentucky 41099 Url : https://www.nku.edu/ Bill Froude Manual Posting	N	0
41	Oral Roberts University 7777 South Lewis Ave. Tulsa, Oklahoma 74171 Glenda Bailey Manual Posting	N	0

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42	Paraquad Career Options 311 N. Lindbergh St. Louis, Missouri 63141 Phone : 417-000-0000 Email : plonigro@paraquad.org Paul Lonigro	N	0
43	Pittsburg State Univeristy 1701 S Broadway St Pittsburg, Kansas 66762 Phone : 620.235.4140 Email : jparker@pittstate.edu Fax : 1-620-235-4008 Jeannice Parker	Y	0
44	Radio Ink 331 SE Mizner Blvd. Boca Raton, Florida 33432 Url : https://radioink.com/ Eric Rhoads Manual Posting	N	0
45	Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806 352-7503 Url : http://www.radioonline.com Email : ronchase@radioonline.com Fax : 1-806-352-3677 Ron Chase	N	0
46	SEMO Employment Services Rm 141 Academic Hall Cape Girardeau, Missouri 63702 Phone : 573-651-2583 Email : aaldridge@semo.edu Amy Aldridge	N	0
47	Southeast Missouri State University One University Plaza Cape Girardeau, Missouri 63701 Phone : 573-651-2583 Url : https://semo.experience.com/experience/login Email : dpresson@semo.edu Fax : 1-573-651-2532 Dan Presson	N	0

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48	Southern Illinois University/Edwardsville SIUE Career Development Center Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : careerdevelopment@siue.com Fax : 1-618-650-2696 Lisa Gowen	N	0
49	St Louis Community College Meramec 11333 Big Bend Blvde. Kirkwood, Missouri 63122 Phone : 314-539-5000 Email : mc-careers@stlcc.edu Terrance Small	N	0
50	St. Louis University Academic Resource Center Suite 110, 3840 Lindell Blvd. St. Louis, Missouri 63108 Phone : 3149772828 Megan Shaffer Manual Posting	N	0
51	State Technical College of Missouri One Technology Drive Linn, Missouri 65051 Phone : 573-897-5159 Email : careerservices@statetechmo.edu Scott Peters	N	0
52	Truman State University 100 East Normal Kirksville, Missouri 63501 Phone : Services Email : ucc3@truman.edu Career Center	N	0
53	University of Central Missouri Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Theresa Alewel Manual Posting	N	0

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54	University Of Missouri 201 Student Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Career Service Manual Posting	N	0
55	University of Missouri - KC 4825 Troost Kansas City, Missouri 64110 Phone : 813-235-2588 Amy Smith Manual Posting	N	0
56	University of Missouri at St. Louis 278 Millenium Student Center 1 University Blvd. St. Louis, Missouri 63121 Phone : 314-516-5111 Career Services Manual Posting	N	0
57	University of Tulsa 800 S. Tucker Drive Tulsa, Oklahoma 74104 Url : https://utulsa.edu/ Aaron Smith Manual Posting	N	0
58	Urban League of Metropolitan St. Louis 26 North Oaks Plaza St. Louis, Missouri 63121 Phone : 3143889840 Email : HR@urbanleague-stl.org Career Services	N	0
59	Vocational Rehabilitation 801 E. 15th St. Joplin, Missouri 64804 Phone : 417-629-3437 Email : ginger.gardner@vr.dese.mo.gov Fax : 1-417-629-3148 Ginger Gardner	Y	0

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60	Webster University 470 East Lockwood St. Louis, Missouri 63119-3141 Phone : 314-246-7967 Trezette Dixon Manual Posting	N	0
61	Webster University of Rolla 1103 Kingshighway St Rolla, Missouri 65401 Phone : 573-368-4569 Dr. Gred Edwards Manual Posting	N	0
62	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Url : https://www.wichita.edu/ Megan Nold Manual Posting	N	0
63	William Jewell College 500 College Hill WJC Box 1058 Liberty, Missouri 64068 Phone : 8164155938 Marissa Bland Manual Posting	N	0
64	William Woods University 1 University Ave. Fulton, Missouri 65251 Phone : 8009953159 Email : amy.dittmer@williamwoods.edu Amy Dittmer	N	0
65	Women's Employment Network 1734 Easr 63rd Street Suite 300 Kansas City, Missouri 64110 Phone : 816-822-8023 Email : tbomar@kcwen.org Fax : 1-816-822-8607 Tonia Bomour	N	0

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66	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
67	Zimmer Marketing Website 2702 East 32nd Street Joplin, Missouri 64804 Phone : 4176241025 Url : https://zimmermarketing.com/careers/ Mark Zimmer Manual Posting	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**9**

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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	3/3/2026	Co Sponsoring Job Fair	Zimmer Radio sponsored and participated in the Pittsburg State University Spring Job Fair at PSU.	2	Account Executive Sales Assistant
2	3/11/2026	Co Sponsoring Job Fair	Zimmer Radio co sponsored and participated in the Missouri Southern State University Spring Job Fair.	2	Sales Manager KSYN Program Director