

EEO ANNUAL PUBLIC FILE REPORT

KANZA INC.

This report covers full-time vacancy recruitment for the period of October 1, 2015 to September 30, 2016

Employment Unit: KANZA INC.	Address: 102 North Mason Carrollton, Missouri 64633	Contact Person / Title: Miles Carter / General Manager
Stations, Community of License: KMZU- FM Carrollton, MO. KRLI -FM Malta Bend, MO. KAOL- FM Carrollton, MO.	Telephone: 660-542-0404	E mail Address: mcarter@kmzu.com

Kanza Inc. accepts applications and resumes throughout the year. Materials can be submitted electronically to jennyb@kmzu.com. Application in person is available during regular office hours at 102 N. Mason St., Carrollton, Mo 64633.

Kanza Inc. is an equal opportunity employer.

1. Full-Time Job Vacancies Filled

Title	Recruitment Source Referring Hiring	Sources Utilized to Fill Full Time Vacancies			Referral Source of Interviewees	
		Outreach Organizations	Company Postings	Advertising	Referral Source	Number Interviewed
News Anchor 01/27/16	Job Board via colleges/Employee Referral	1-3	5	6-14	Walk-in- 1 Indeed – 2 Employee Referral-1	2
News Anchor/Writer 2/01/16	Indeed	1 – 4	5	6 -14	Walk-In – 1 Indeed- 3 LinkedIn- 1	3
News Director 2/22/16	Indeed	1 – 4	5	6 -14	www.kmzu.com – 1 Indeed- 3 LinkedIn- 3	4

Sales Rep 08-15-16	Employee Referral	1-4	5	6 -14	Employee Referral – 1 Walk-in- 1 Kmzu.com- 1	2
Sales Rep 08/16/16	Indeed	1 – 4	5	6 – 14	Indeed – 5 Employee Referral – 1 Walk-In- 2	4
Total # of New Interviewees for full-time job vacancies during the reporting period:						15

The list of part-time hires for the time period can be supplied upon request.

Current Full-Time employment opportunities open as of Sept. 30th, 2016: 2

- 1) Digital Media Coordinator (posted on Indeed) Sept 2016
- 2) News Anchor/Writer (posted on Indeed) Sept 2016

2. Recruitment Sources

OUTREACH ORGANIZATIONS

#	Name	Organization	Address	City	State	Zip	Phone
1	Career Services	University of Missouri	230 Jesse Hall	Columbia	Missouri	65211	573-882-6075
2	Career Services	University of Central Missouri	Ward Edwards 200	Warrensburg	Missouri	64093	660-543-4985
3	Career Services	Northwest Missouri State Uni.	800 University Drive Wells Hall 235	Maryville	Missouri	64468	660-532-5561
4	Career Services	Park University	8700 NW River Park Dr	Parkville	Missouri	64152	816-741-2000

Company Postings

#	Name	Organization	Address	City	State	Zip	Phone
5	Jenny Butterfield	KANZA INC.	102 North Mason Street www.kmzu.com	Carrollton	Missouri	64633	660-542-0404

Advertising

#	Organization	Address
6	Indeed . Com	www.indeed.com
7	Missouri Broadcasters Association	www.mba.org
8	Linkedin	www.Linkedin.com
9	All Access	www.allaccess.com
10	Facebook	www.facebook.com/kmzu

Other Recruitment Sources

#	Source
11	Employee Referral
12	Former Employee
13	KMZU.COM
14	Industry Recommendation

Organizations That Request Job Vacancies

#	Organization	Address	City	State	Zip	Phone
13	Missouri Division of Workforce Development	401 Harvester Road	Chillicothe	Missouri	64601	800-735-2966
14	Veterans Employment Service	802 South Highway 13	Lexington	Missouri	64067	660-259-4671
15	Missouri Career Center	601 West Mohawk Road	Chillicothe	Missouri	64067	660-646-0671
16	Missouri Career Center	215 East 5 th Street	Sedalia	Missouri	65302	660-530-5627

Supplemental Recruitment Initiatives

#	Initiative	Date	Location	Description	Titles of Employees Involved
1	Internship Program	Summer/During School	Carrollton, MO.	Kanza Inc. offers internships at the radio stations in our Promotions, Programming and News departments. Interns must be college students and receive college credit for the internships.	General Manager Operations Manager News Director
2	Missouri Broadcasters Association (MBA)	Periodically throughout the year	Carrollton, Mo.	The Missouri Broadcasters Association promotes the success and prosperity of the broadcasting industry by representing the members' points of view in the	General Manager Operations Manager Sales Management News Director

				legislative and regulatory process in pertinent branches of State and Federal government.	
3	Waverly Regional Youth Center	June 2016	Waverly, Mo.	The Sales Manager and the Operations Manager attended the Career Fair which focused on Radio Industry Careers and Internships.	Sales Manager Operations Manager
4	Missouri Division of Workforce Development	April 2016	Marshall, Mo.	The Sales Manager attended a Career Fair. This was an interview and information opportunity related to opportunities at Kanza Inc.	Sales Manager
5	Partners in Education (Carrollton School District)	April 2016	Carrollton, Mo.	Carrollton students took a tour of our studios and technical department. Station employees discussed careers in radio, how to get started in the radio business, and also answered other broadcasting industry related questions. 24 students and 2 adults participated.	Sales Manager News Director News Anchor Production Director On-Air Staff
6	KMZU Academic Scholarship Banquet	May 2016	Carrollton, Mo.	Kanza Inc. held a dinner banquet for outstanding students and their families. Outstanding area students were recognized for their academic success and introduced to careers in broadcasting. Multiple scholarship funds were given out to different participants.	General Manager Operations Manager Sales Manager
7	Wentworth Military School	July 2016	Carrollton, MO	Wentworth Military School took a tour of our studios and tech department. Station employees discussed careers in radio, how to get started in the radio business, and also answered other broadcasting industry related questions. 6 students and 1 adult participated.	Sales Manager News Anchor Production Director On-Air Staff
8	North Central Missouri College	Feb 2016	Trenton, MO	The Sales Manager attended a Career Fair at the college. This was	Sales Manager

				an interview and information opportunity related to opportunities at Kanza Inc.	
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