

**EEOC KSPQ-FM REPORT**  
**OCTOBER 1<sup>ST</sup>, 2022 – SEPTEMBER 30<sup>TH</sup>, 2023**

It is the policy of Better Newspapers Inc. DBA Ozark Marketing Company Radio Station KSPQ, to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and termination.

It is also our policy to promote the realization of equal employment opportunity through positive, continuing programs of specific practices designed to insure the full realization of equal employment opportunity without regard to race, color, religion, national origin, or sex.

To make this policy effective, and to insure conformance with the rules and regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program, which was instated effective March 10, 2003. A full description of pertinent job openings and recruitment procedures may be found in our public file.

For the period October 1, 2022, to September 30<sup>th</sup>, 2023, KSPQ hired four full-time employees.

When KSPQ is searching for prospective employees, sources of recruitment include:

Penmac Staffing  
1205 Missouri Ave  
West Plains, MO 65775  
Tim Veith 417-256-7411

CountryAirCheck.com

Allaccess.com

Indeed.com

Ozark Radio Network – Website  
[resume@ozarkradionetwork.com](mailto:resume@ozarkradionetwork.com)

Better Newspapers Inc. – Radio Stations  
KKDY-FM, KUPH-FM, KUKU-FM, KSPQ-FM  
KWPM-AM, KWPM-FM  
983 US Hwy East 160  
West Plains, MO 65775  
Director of Sales 417-256-1025

During the period between October 1<sup>st</sup>, 2022, and September 30<sup>th</sup>, 2023, Better Newspapers Inc. DBA Ozark Marketing Company and KSPQ participated in several outreach activities.

1. Participated in an endowed scholarship fund partnership with MSU-WP, by awarding on a yearly basis, the Robert F. Neathery Scholarship to a student interested in Radio/TV.
2. Participated as a member of the Missouri Broadcasters Association to improve awareness of radio employment opportunities.
3. Management training programs have been held to educate managers regarding hiring and outreach activities during Manager's Meetings.
4. Bakersfield High School Career day