

EEO PUBLIC FILE REPORT

For The Reporting Period of October 1, 2025 thru September 30, 2026

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

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. Operations- Traffic Manager	Nov. 3, 2025	12/1/25
2. Community Service Repres.	July 8, 2026	7/16/26
3. Community Service Repres.	August 25, 2026	9/8/26

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. Latinos	On-Line Facebook Group	On-Line	
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 hires for that position.

<u>Job Title</u>	<u>Recruitment Source</u>
1. Operations-Traffic Manager	04
2. Community Service Representative	05
3. Community Service Representative	04

D. During the previous twelve (12) months, there were a total of three (03) 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. Personal	2
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 Great Southern Bank Arena, Springfield, Mo.

Date of station participation: March 20, 2026

Host/Sponsor of activity: Premier Productions, Inc.

Participating employees: Sharlene Phillips, Marla Lucas, Ezra Wood and Robyn Webb.

Brief description of activity and station participation.

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 Cain and John Reddick concert held at Second Baptist Church, Springfield, Mo.

Date of station participation: October 12, 2025

Host/Sponsor of activity: Second Baptist Church

Participating employees: Employees, Marla Lucas and Ezra Wood.

Brief description of activity: set up an event table to promote our station and positions available.

Type of activity listed under Outreach initiative worksheet 3. Participated in local outreach for the community.

Date of station participation: October 31, 2025.

Host/Sponsor of activity: Andy B's, Springfield. Mo.

Participating employees: Employees Debbie Hill, Mark Hill, Marla Lucas and Ezra Wood.

Brief description of activity: Set up an event table to promote our station positions.

Type of activity listed under Outreach initiative worksheet 4. Participated in Light The Way Christian Music Festival, Ozark, Mo.

Date of station participation: July 17 and July 18, 2026.

Host/Sponsor of activity: Light The Way Ministry.

Participating employees: Sharlene Phillips, Marla Lucas, Aric Avey and Robyn Webb.

Brief description of activity: Set up an event table to promote our station positions available.

Type of activity listed under Outreach Initiative Worksheet 5. Outreach announcements.

Date of station participation: All year long.

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, 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 passionate about sharing God's love through music and media. Gain hands on experience in radio production, community outreach, broadcast and sales. A student from the College of The Ozarks, Hollister, Mo., worked on-air as an intern on KADI FM 99.5 radio station during the year.

Internal Professional **Development:** EEO Management Meeting:

Meetings were conducted, 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, 2026

Telephone: 417-831-0995