

KDBB, KFMO
EEO PUBLIC FILE REPORT
October 1, 2012 - September 30, 2013

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 |
|-------------------|--|-------------------------------|
| Account Executive | 1-3 | 3 |

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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 | Mineral Area College P.O. Box 1000 Park Hills, Missouri 63601 Phone : 573-518-2251 Email : kneff@mineralarea.edu Kathryn Neff | N | 0 |
| 2 | Missouri Career Center 403 Parkway Drive Park Hills, Missouri 63601 Phone : 573-518-2431 Email : gladysfrazier@ded.mo.gov Gladys Frazier | N | 0 |
| 3 | Station On-Air Advertisement Kelly Valle | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 1 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|--|-------------|---|--|-------------------------------------|--|---------------|
| 1 | 10/1/2012 | Participation in scholarship programs | KFMO/B104 ran a series of radio ads for the Missouri Broadcaster Association Foundation Scholarship Programs to publicize the program and to assist in distribution of brochures, applications and to explain the program. | 2 | | 1.00 |
| 2 | 10/1/2012 | Establishment of a mentoring program | On air promotions, detailing MKS, INC's Internship program. | 2 | | 1.00 |
| 3 | 11/1/2012 | Participation in events or programs sponsored by educational institutions | Vice President/General Manager of KFMO/KDBB, Larry Joseph spoke to approximately 150 Students from Farmington High Schools, Arts & Communication. Discussion centered on Education requirements, job demands, careers in journalism, getting a college education and more. Students were given the opportunity to ask questions, and their note sheets will become part of their career portfolio for the school year. | 1 | GM/President | 0.25 |
| 4 | 4/24/2013 | Participation in Job Fairs | MKS Broadcasting, INC participated in the spring job fair at Jefferson College, talking to approximately 60 people about choosing radio as a career path, and about opportunities offered by the Missouri Broadcasters Associations for Broadcast Scholarships. | 2 | | 0.25 |
| 5 | 9/24/2013 | Participation in Job Fairs | Talking with students in the 9th and 10th grade at the Jefferson College Fall Job Fair about careers in Broadcasting. 9 Schools participated with over 1700 students attending. | 2 | Account Executive Creative Services Director | 0.25 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 2.75 |