

EEO PUBLIC FILE REPORT

Viper Communications, Inc.

A. Employment Unit Covered:

KRMS-AM / KMYK-FM

B. Reporting Period:

October 1, 2008 to October 1, 2009

C. Full-Time Vacancies Filled During Reporting Period: 7

| Job Title | Date Filled | |
|-------------------|-------------|--|
| Account Executive | 10/27/2008 | |
| Account Executive | 11/17/2008 | |
| Account Executive | 12/1/2008 | |
| Account Executive | 1/12/2009 | |
| Account Executive | 3/2/2009 | |
| Account Executive | 6/18/2009 | |
| Account Executive | 9/17/2009 | |

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

| Job Title | Date Filled | Hire Source | Recruitment Source |
|-----------------------------|-------------|---------------------------------|--|
| Account Executive Positions | 10/27/2008 | On Air Advertising KRMS-KMYK | 1.) KRMS Radio Ads (See Copy and schedule, attached) 2.) Lake Sun Newspaper (See ad copy, attached) 3.) Mailing Campaign. (See list, attached) |

| | | | |
|----------------------------|------------|---------------------------------|--|
| | | | |
| Account Executive Position | 11/17/2008 | On Air Advertising KRMS-KMYK | 1.) KRMS Radio Ads (See Copy and schedule, attached) 2.) Lake Sun Newspaper (See ad copy, attached) 3.) Mailing Campaign. (See list, attached) |
| Account Executive Position | 12/1/2008 | On Air Advertising KRMS-KMYK | 1.) KRMS Radio Ads (See Copy and schedule, attached) 2.) Lake Sun Newspaper (See ad copy, attached) 3.) Mailing Campaign. (See list, attached) |
| Account Executive Position | 1/12/2009 | On Air Advertising KRMS-KMYK | 1.) KRMS Radio Ads (See Copy and schedule, attached) 2.) Lake Sun Newspaper (See ad copy, attached) 3.) Mailing Campaign. (See list, attached) |
| Account Executive Position | 3/2/2009 | Lake Sun Newspaper | 1.) KRMS Radio Ads (See Copy and schedule, attached) 2.) Lake Sun Newspaper (See ad copy, attached) 3.) Mailing Campaign. (See list, attached) |
| Account Executive Position | 6/18/2009 | Internal Promotion | 1.) KRMS Radio Ads (See Copy and schedule, attached) 2.) Lake Sun |

| | | | |
|----------------------------|-----------|-------------------|---|
| Account Executive Position | 9/17/2009 | Internal Referral | Newspaper (See ad copy, attached) 3.) Mailing Campaign. (See list, attached) 1.) KRMS Radio Ads (See Copy and schedule, attached) 2.) Lake Sun Newspaper (See ad copy, attached) 3.) Mailing Campaign. (See list, attached) |
|----------------------------|-----------|-------------------|---|

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 15

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: 15

| Recruitment Source | Number of Interviewees Referred |
|--|---------------------------------|
| KRMS Radio Ad | 10 |
| Walk-in/Self Referral/Internal | 2 |
| Newspaper Lake Sun Leader Newspaper, Osage, MO | 3 |
| Mailing Campaign | 0 |
| Open House | 0 |
| Job Fair | 0 |

The unit conducted extensive recruiting to support these positions as evidenced, below:

As part of its ongoing effort to encourage community organizations to refer qualified candidates for job openings, the unit airs and publishes Press Releases. During the 2008-2009 period, the unit aired and published Press Releases and mailed press releases. Schedules, copy and addresses are presented on the next several pages:

OUTREACH ACTIVITIES

October 1, 2007 through October 1, 2008

The unit has selected the following outreach initiatives:

1. Host at least two job fairs during a two-year period

On September 16, 2009 Viper hosted a job fair at the studios of KRMS/KMYK.

Attending the job fair were the following station personnel: Carolyn Warnebold, Dennis Klautzer. Four people turned out to obtain information on jobs. No person was hired as a result of this job fair.

The unit supported this Job Fair with advertising and publicity, as indicated, below:

2. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

During the previous employment period, management personnel continued training to ensuring equal employment opportunity and preventing discrimination.

Additionally, management personnel, including Carolyn Warnebold, Business Manager; Kenneth Kuenzie, Station Owner and Dennis Klautzer, Station Owner studied a book, EEO Law and Personnel Practices by Arthur Gutman, Section VIII Issues for Compliance.

3. Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.

Viper has designed its own Outreach Initiative designed to be more appropriate to its central Missouri location. Specifically, Viper has designed an “Open House” program whereby it invites members of the community to visit the stations on Open House Day to see the facilities, talk with management and owners, and discuss careers with the staff. The Open House for 2009 was held on August 13. Three people visited the station as part of Open House 2009.

The unit supported this Open House with advertising and publicity, as indicated, below: