

**EEOC KKDY-FM REPORT**  
**OCTOBER 1<sup>ST</sup>, 2008 – SEPTEMBER 30<sup>TH</sup>, 2009**

It is the policy of Central Ozarks Radio Network, Inc. Radio Station KKDY, 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, 2008 to September 30<sup>th</sup>, 2009, KKDY hired four full time employees.

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

Missouri Broadcasters Association  
P.O. Box 10445  
Jefferson City, MO 65110  
Don Hicks 573-636-6692

Arkansas State University  
P.O. Box 540  
State University, AR  
Radio & TV Department 800-382-3030

Southwest Baptist University  
162 East First Street  
Mountain View, MO 65548  
Paula Ramey 417-934-2999

The Horse Trader  
1433 West 4<sup>th</sup> Street  
West Plains, MO 65775  
Sunie Pace 417-256-2445

Broadcast Center  
2360 Hampton  
St. Louis, MO 63139  
Jim Bland 314-747-8181

Missouri State University – West Plains  
Career Services  
128 Garfield  
West Plains, MO 65775  
Norma Ogletree 417-255-7230

Ozark Action/Missouri Job Services  
710 East Main  
West Plains, MO 65775  
Cindy Cowens 417-256-6147

West Plains Daily Quill  
125 North Jefferson  
West Plains, MO 65775  
Ad Sales/Classified 417-256-9191

Area Wide Media  
P.O. Box 248  
Salem, AR 72576  
Ad Sales/Classified 870-856-2582

Howell County News  
P.O. Box 249  
Willow Springs, MO 65793  
Kim Wehmer 417-469-1167

Missouri Division of Vocational Rehabilitation  
3417 Division Drive, Suite 2  
West Plains, MO 65775  
Joyce Christopher 417-256-8294

Missouri Career Center  
Great Hires. Org  
1903 Northwood Drive, Suite 2  
Poplar Bluff, MO 63901  
Brenda Owens 573-840-9595

Mtn. View Standard  
1004 E US Highway 60  
Mountain View, MO 65548  
Ad Sales/Classified 417-934-2025

Houston Herald  
P.O. Box 170  
Houston, MO 65483  
Ad Sales/Classified 417-967-2000

Baxter Bulletin  
P.O. Box 1750  
Mountain Home, AR 72654  
Ad Sales/Classified 870-508-8000

Ozark Radio Network – Website  
[resumes@ozarkradionetwork.com](mailto:resumes@ozarkradionetwork.com)  
Ozark Radio Network – Radio Stations  
KKDY-FM, KUPH-FM, KUKU-FM, KSPQ-FM  
KWPM-AM, KUKU-AM  
983 US Hwy East 160  
West Plains, MO 65775  
Director of Sales 417-256-1025

During the period since October 1<sup>st</sup>, 2008 and September 30<sup>th</sup>, 2009, Ozark Radio Network and KKDY participated in several outreach activities.

1. MSU-WP Campus – Career Day, October 10<sup>th</sup> 2008. Set up booth, interacted with students, took applications and answered questions regarding radio careers.
2. 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.
3. Participated as a member of the Missouri Broadcasters Association to improve awareness of radio employment opportunities.
4. Management training programs have been held to educate managers in regard to hiring and outreach activities during quarterly management Manager's Meetings.
5. Participated in the South Central Career Center of West Plains – Business Technology Internship Training Program from October 2008 to May 2009.
6. Hosted a Job Fair at the West Plains Civic Center in conjunction with the Ozark Radio Network Bridal Fair on January 31<sup>st</sup>, 2009. ORN and other local businesses set up booths with representatives answering questions and accepting applications for their company.
7. Attended Career Day at Liberty High School in Mtn.View, Missouri on February 6<sup>th</sup>, 2009. Answered questions and handed out applications.

8. Attended Career Day at Houston High School in Houston, MO on February 13<sup>th</sup>, 2009. Answered questions and handed out applications.
9. Attended Willow Springs High School Job Fair on March 6<sup>th</sup>, 2009 in Willow Springs, MO. Answered questions and handed out applications.
10. Set up information booth at South Central Missouri Home Builders Association Home & Garden Show on March 7<sup>th</sup> and 8<sup>th</sup>, 2009 to provide employment information and community awareness to the public.
11. Attended Koshkonong High School Career Day on April 10<sup>th</sup>, 2009 in Koshkonong, Missouri.
12. Set up booth at the Baxter County Fairgrounds on September 15<sup>th</sup> thru 18<sup>th</sup>, 2009 in Mountain Home, Arkansas to provide employment information and community awareness to the public.