

EEO PUBLIC FILE REPORT

Viper Communications, Inc.

A. Employment Unit Covered:

KRMS-AM / KMYK-FM

B. Reporting Period:

October 1, 2018 to October 1, 2019

C. Full-Time Vacancies Filled During Reporting Period: 2

Job Title	Date Filled	Positions
Traffic Director	10/18/2018	1

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy: 3

Job Title	Date Filled	Hire Source	Recruitment Source
Traffic Director	10/18/2018	Lakejob.com	1.) Radio Ads on both Stations 2.) Mailing Campaign 3.) Lakejob.com

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 4

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: 4

Recruitment Source	Number of Interviewees Referred
KRMS/KMYK/WENG Radio Ads	1
Lebanon Daily Newspaper	0
Referral/Internal/Promotion	0
Mail Campaign	0
Herald Tribune	0
Job Fair	0
Cable TV – On Media	0
Walk-in	0
Lakejobs.com	3
Indeed.com	0
Walkin	0

During the period, the Unit hired 1 full-time persons for its radio stations in Missouri. The Unit recruited widely for each of these positions.

OUTREACH ACTIVITIES

October 1, 2018 through October 1, 2019

The unit has selected the following outreach initiatives:

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

The unit hosted one job fair during this period. The job fair was held at the studios of KRMS and KMYK four people attended the job fair. No one was hired. The job fair was attended by the company's president, vice president, office manager, and on-air talent. This event was supported by radio ads on both stations and mailings to the list of Community Organizations.

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

During this past year, the management of Viper Communications, Inc. continued its training of management personnel by studying the book, EEO Law and Personnel Practices by Arthur Gutman. Kenneth Kuenzie, Carolyn Warnebold and Dennis Klautzer studied "Protected Classes for Discrimination based on Religion."

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 talent to discuss careers with the staff. The Open House for KRMS/KMYK was held, this year, on April 11, 2019. Two people attended and station management and staff were present. The event was supported by advertising on the stations, and a mailing to community groups.

In addition to these outreach initiatives, the unit also aired Public Notice Press Releases and mailed notices to each of the community groups on its list. These notices were published twice during the year to notify the public that the stations seek involvement from community groups regarding its recruitment efforts. One community group responded and that group regularly receives information from the unit regarding full-time job openings.

Public Notice Press Releases and Mailings

Open House

Job Fair

Recruitment

EEO Training