

EEO PUBLIC FILE REPORT

Viper Communications, Inc.

A. Employment Unit Covered:

KRMS-AM / KMYK-FM / WENG-AM

B. Reporting Period:

October 1, 2014 to October 1, 2015

C. Full-Time Vacancies Filled During Reporting Period: 3

Job Title	Date Filled	Positions
News Director	3/9/2015	1
Traffic Manager	9/25/2015	1
Account Executive	3/30/2015	1

Job Title	Date Filled	Hire Source	Recruitment Source
News Director- KRMS/KMYK	3/19/2015	Walk in	1.) KRMS/KMYK Radio Ads 2.) Lebanon Daily Record 3.) Mailing Campaign.
Traffic Manager	9/25/2015	Job Fair	1.) KRMS/KMYK Radio Ads 2.) Lebanon Daily Record 3.) Mailing Campaign 4.) Job Fair
Account Executive – WENG	3/30/2015	Job Fair	1.) WENG Radio Ads 2.) Herald Tribune Paper 3.) Mailing Campaign. 4. Job Fair

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy: 4

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 7

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: 7

Recruitment Source	Number of Interviewees Referred
KRMS/KMYK/WENG Radio Ads	0
Lebanon Daily Newspaper	0
Referral/Internal/Promotion	0
Mail Campaign	0
Herald Tribune	0
Job Fair	6
Cable TV – On Media	0
Walk-In	1

During the period, the Unit hired 3 full-time persons for its radio stations in Florida and Missouri. The Unit recruited widely for each of these positions.

OUTREACH ACTIVITIES

October 1, 2014 through October 1, 2015

The unit has selected the following outreach initiatives:

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

The unit hosted two job fairs during this period; one in Missouri and one in Florida. The first job fair was held in Florida at WENG on March 25, 2015. Two people attended the job fair. One was hired. The second job fair was held at KRMS/KMYK Radio station on August 27, 2015. Four people attended; one was hired. The Florida events were hosted by Ken Kuenzie, the General Manager and the office manager. The Missouri job fair was held at KRMS and KMYK and was attended by the company's CFO, together with the office manager, and on-air talent. These events were supported by radio ads on all stations, newspaper ads in the Lebanon Daily Record and the Herald Tribune, 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.

Management personnel continues to study EEO LAW and PERSONNEL PRACTICES, Second Edition, By: Arthur Gutman

Chapter 3 Discrimination based on national origin.
Section III.

Kenneth Kuenzie, Carol Wamebold and Dennis Klautzer studied the materials during this reporting period.

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 and Florida locations. 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 KRMS/KMYK was held on September 17, 2015. One person visited the station as part of Open House 2015.

This event was supported by radio ads and a mailing. The Open House for WENG was held on September 10, 2015. No one visited the station as part of Open House 2015. This event was supported by radio ads and a mailing.