

Journal Broadcast Group-Springfield, MO Operations
KSGF-AM/FM, KTTS-FM, KSPW-FM, KRVI-FM

Annual EEO Public File Report

October 1, 2010- September 30, 2011

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit and is required to be placed in the public inspection files of the station and posted on the station’s websites, if they have websites.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person, telephone number, fax number and email address (if applicable);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Account Executive 1 (3 Hired from Posting)

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input checked="" type="checkbox"/>
Employee Referral	1	<input type="checkbox"/>
Other MSU Job Trax	1	<input checked="" type="checkbox"/>
Other MSU Job Fair	3	<input type="checkbox"/>
Other MSU Job trax	1	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed	9	

Account Executive 2

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input checked="" type="checkbox"/>
Employee Referral	2	<input type="checkbox"/>
Journal Broadcast Group website	2	<input type="checkbox"/>
Other MSU Job Trax	1	<input type="checkbox"/>
Walk-in	1	<input type="checkbox"/>
Number of Applicants Interviewed	7	

Account Executive 3

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input type="checkbox"/>
Other Friend	1	<input checked="" type="checkbox"/>
Other MSU Career Board	1	<input type="checkbox"/>
Number of Applicants Interviewed	4	

Digital Account Executive

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	1	<input type="checkbox"/>

Journal Broadcast Group website		1	<input type="checkbox"/>
Other	InDeed.com	1	<input checked="" type="checkbox"/>
Other	MSU Career Fair	1	<input type="checkbox"/>
Number of Applicants Interviewed		4	

On-Air Personality (Not Posted)

Referral Source	Number of Applicants Interviewed	Hired?
Internal Candidate	1	<input checked="" type="checkbox"/>
Number of Applicants Interviewed		1

Producer

Referral Source	Number of Applicants Interviewed	Hired?	
Internal Candidate	1	<input checked="" type="checkbox"/>	
Internal Candidate	2	<input type="checkbox"/>	
Other	AllAccess.com	1	<input type="checkbox"/>
Number of Applicants Interviewed		4	

Production Manager

Referral Source	Number of Applicants Interviewed	Hired?
Employee Referral	2	<input type="checkbox"/>
Internal Candidate	1	<input checked="" type="checkbox"/>
Internal Candidate	1	<input type="checkbox"/>
Word of mouth	1	<input type="checkbox"/>
Number of Applicants Interviewed		5

Promotions Manager

Referral Source	Number of Applicants Interviewed	Hired?	
Journal Broadcast Group website	1	<input checked="" type="checkbox"/>	
Journal Broadcast Group website	2	<input type="checkbox"/>	
Other	AllAccess.com	6	<input type="checkbox"/>
Number of Applicants Interviewed		9	

Sales Assistant 1

Referral Source	Number of Applicants Interviewed	Hired?
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Employee Referral		1	<input type="checkbox"/>
Other	OzarksHelpWanted.co	1	<input checked="" type="checkbox"/>
Other	OzarksHelpWanted.co	1	<input type="checkbox"/>
Number of Applicants Interviewed		3	

Sales Assistant 2

Referral Source		Number of Applicants Interviewed	Hired?
Other	KSPW Radio	1	<input type="checkbox"/>
Other	Missouri Career Center	1	<input checked="" type="checkbox"/>
Other	Missouri Career Center	1	<input type="checkbox"/>
Number of Applicants Interviewed		3	

Sales Assistant 3

Referral Source		Number of Applicants Interviewed	Hired?
Employee Referral		1	<input checked="" type="checkbox"/>
Employee Referral		1	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	KRVI Radio Ad	1	<input type="checkbox"/>
Other	KSPW Radio Commer	1	<input type="checkbox"/>
Other	MO Career Center	3	<input type="checkbox"/>
Other	Ozarks Technical Colle	1	<input type="checkbox"/>
Other	ozarkshelpwanted.com	1	<input type="checkbox"/>
Number of Applicants Interviewed		10	

Web Coordinator

Referral Source		Number of Applicants Interviewed	Hired?
Internal Candidate		2	<input type="checkbox"/>
Journal Broadcast Group website		1	<input type="checkbox"/>
Other	Acct Exec Radio Ad	1	<input type="checkbox"/>
Other	MO Career Service	1	<input checked="" type="checkbox"/>
Other	OzarksHelpWanted.co	2	<input type="checkbox"/>
Word of mouth	Friend	1	<input type="checkbox"/>

Number of Applicants Interviewed

8

Grand Total

67

APPLICANT PROVIDERS - Radio & TV Operations

Sorted by contact method

Email

Organization	Address	Phone	Fax	Email/Web	Contact Person	Jobs Sent
American Broadcasting School XXX-Requested to be added 1/21/2009	712 N. Watson Road, Ste. 200 Arlington, TX 76011	(817) 695-2474	(817) 695-2838	michelle@radioschool.com	Michelle McConnell	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
American Indian Center of Springfield	309 N. Jefferson Springfield, MO 65806	417-866-3439	417-866-8430	aicrmiller@kc.rr.com XXX-email added 5/12/04	Rose Miller	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Bates Technical College XXX Requested to be added 5/17/05	2320 South 19th St. Tacoma, WA 98405	253-680-7752		Contact Updated 6/13/08: fmmonroe@bates.ctc.edu ; OLD: rahunton@bates.ctc.edu changed 4-8-09 to: skmiller@bates.ctc.edu	Fred Monroe	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Black Executive Exchange	120 Wall Street New York, NY 10005	212-558-5321	212-344-5334	cjenkins@nul.org (changed e-mail 1-07) yrichards@nul.org (added 5/9/05)		Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Central Michigan University (Added 5-15-06)	340 Moore Hall Mt. Pleasant, MI 48859	989-774-3851	989-774-2426	orlik1pb@cmich.edu	Peter Orlik, Ph.D.	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Collins College ***Requested to be added 4/28/2011	4750 S 44th Place Phoenix, AZ 85040	480-446-1112		aroberts@collinscollege.edu	Amy Roberts, Sr. Career Advisor.	Sales Assistant 3
Drury University	900 N. Benton Springfield, MO 65802	417-873-7284	417-873-7533	career@drury.edu (added 5/9/05)	Dean Lynn Hinds	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Emerson College (Added 5-15-06)	113 Gray Street Arlington, MA 02476	781-646-1077		mdgrnda@yahoo.com and m_dgiustina@emerson.edu and Matthew_Cardin@emerson.edu (3/15/07)	Dr. Marsha Della-Giustina	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Evangel University	1111 N. Glenstone Springfield, MO 65802	865-2811 865-2881 x7369	520-0545	careerservices@evangel.edu Eff. 4/22/09 Email is career@evangel.edu	Brady Thompson (New contact 2-14-06); Shirley Shedd Thelma Weatherly (New contact 5-2-04)	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Idaho State University - Department of Mass Communication ***Requested to be added 4/28/2011	921 S 8th Ave. Pocatello, ID 83209	208-282-6453		halltom@isu.edu	Tom Hallatq, Asst. Prof. - TV Broadcasting	Sales Assistant 3
Lakes County Rehabilitation Center	2626 W. College Springfield, MO 65802	417-862-1753	417-864-5621	asanford@lakescountry.com (added 5/9/05)	Alex Sanford	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Lincoln University	820 Chestnut St. 304 Jefferson City, MO 65101	573-681-5163	573-681-5165	banksa@lincolnu.edu (changed 9/19/06) ccsjobs@lincolnu.edu (added 5/06); davenm@lincolnu.edu (added 5/9/05)	Mary Davenport	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Mississippi State University, Department of Communication XXX Requested to be added 5/17/05	PO Box PF/130 McComas Hall Mississippi State, MS 39761	662-325-7952	662-325-3210	kbrown@comm.msstate.edu	Karyn Brown	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Missouri Career Center	1514 S. Glenstone Springfield, MO 65804	417-887-4343	417-887-1892	chuck.thomas@ded.mo.gov (added 5/9/05) Updated 12/30/09: Darron.acklin@ded.mo.gov updated email address 11.08.10 - amy.robb@ded.mo.gov	Chuck Thomas Darron Acklin Amy Robb - eff 11.08.10	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Missouri Southern College	3950 E. Newman Road Joplin, MO 64801	417-625-9300	417-625-9338 or 417-625-9585	careerservices@mssu.edu (added 5/9/05)	Patricia Hurley	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Ohio & Illinois Center for Broadcasting (website is funjobsonair.com)	9885 Rockside Rd., Ste 160 Cleveland, OH 44125	216-503-5900X1104 (Cleveland) 513-271-6060 (Cincinnati) 630-916-1700 (Lombard, IL) 303-937-7070 (Colorado)		gary@beonair.com (added 5/10/05) 6/4/10 added: placement.lombard@beonair.com ; 4/28/2011 added: lillie.m@beonair.com	Gary James (OH) or Dave Cogozzo (IL) or Mark Lillie (CO)	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
SMSU	901 S. National Springfield, MO 65804	417-836-4423	417-836-4774	marjorie Wieland@smsu.edu	Margie Wieland	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Southern Illinois University-Edwardsville XXX Requested to be added 11/23/05	Edwardsville, IL 62026	(618) 453-2391	(618) 650-3656	Changed to wen posting 7/22/08 www.siu.edu/~usc ; OLD: sseiber@siue.edu ; website updated 7/7/10 http://siuc.experience.com/emp/sblogin/ ; method changed to email 11/29/2010: careerdevelopment@siue.edu	Beverly Robbins	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Southwest Missouri Indian Center	543 S. Scenic Springfield, MO 65802	417-869-9550	417-869-0922	swmoinclancenter@hotmail.com (added 5/12/04)	Ken Estes	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator

Springfield College	1010 W. Sunshine Springfield, MO 65807	417-864-7220	417-864-5697	agannon@cci.edu (added 5/9/05)	Kelly Chitwood	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Springfield Workshop	2835 W. Bennett Springfield, MO 65802	417-866-2339	417-866-6485	dmcadoo@springfieldworkshop.com(added 5/9/05) unite_org@hotmail.com (added 5/9/05); efl 6/4/2010 unitepublication@yahoo.com	Amy Waldrop	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Unite Magazine ***Requested to be removed, charges for job advertisement. 6/16/2011	PO Box 1745 or 2101 W. Chestnut Exp Springfield, MO 65801	417-864-7444			Samuel Knox	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
University of Colorado at Boulder School of Journalism and Mass Communication	1511 University Ave. 478ucb Boulder, CO 80309	303-492-0460	303-492-0969	elizabeth.gaeddert@colorado.edu	Beth Gaeddert	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
University of North Texas XXX Requested to be added 5/17/05	PO Box 310589 Denton, TX 76203	940-565-2565	940-369-7838	Slocum@unt.edu	Phyllis Slocum, Faculty Advisor Dept. of Radio, Television and Film	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
University of Wisconsin-Oshkosh Radio, TV & Film(added 5/11/05)	800 Algoma Blvd. Oshkosh, WI 54901	(920) 424-3133		11-18-08: New e-mail contact: stokesj@uwosh.edu folker@uwosh.edu	11-18-08: New contact is Justine Stokes Al Folker	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Vatterott College	1258 E. Trafficway Springfield, MO 65802	417-831-8116	417-831-5099	jwingate@vatterott-college.edu (added 5/9/05)	Cindy Boston	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator

Web Postings

All Access NOTE: only for vacancies in the sales department. allaboutcountry.com				http://www.allaccess.com/login.php?for=%2Fforum%2Fpostin%2Fmode%3Dpost%26%3D10%26sid%3De070c492a05b5f174810821fed4aa647	For sales jobs only	Account Executive 2, Account Executive 3
				www.allaboutcountry.com	For sales jobs only	Account Executive 2, Account Executive 3, Producer
Brown College	1440 Northland Dr. Mendota Heights, MN 55120	651-905-3400	651-905-3555	web posting: http://placement.browncollege.edu https://my.browncollege.edu/mycampus/employer/ (new website efl 6/30/05)	Karon Baumeister	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
JBC	720 East Capitol Drive Milwaukee, WI 53212	414-967-5301		pgustin@journalbroadcastgroup.com	Paula Gustin	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
MO Broadcaster Association	1808 Southwest Blvd Jefferson City, MO 65110	573-636-6692	573-634-8258	www.careerpage.org	Don Hicks	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
Ozarkshelpwanted.com Ozarks Technical Community College	RegionalHelpWanted.com One Civic Center Plz, Suite 506 Poughkeepsie, NJ 12601	800-365-8630	845-485-8398	www.ozarkshelpwanted.com Updated to cuffa@otc.edu (4/13/07) Postings online: http://www.collegecentral.com/CCN/Engine/SELogin/CFM?UniCode=OZK	Debbie Maddox	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
University of Iowa XXX Requested to be added 5/27/03 NOTE: requested notification only of those vacancies that require a college degree & are Full Time.	24 Phillips Hall Iowa City, IA 52242	319-335-1023	319-33-1029	web posting: http://uiowa-csm.symplicity.com/employers	Heather Dunn Sherry Hingtgen	Account Executive 1, Account Executive 2, Account Executive 3, Web Coordinator

Fax

Southwest Center for Independent Living	1856 E. Cinderella Springfield, MO 65804	417-886-1188	417-886-3619	1856 E. Cinderella Springfield, MO 65804	Patty Hayne	Account Executive 1, Account Executive 2, Account Executive 3, Digital Account Executive, Producer, Production Manager, Promotions Manager, Sales Assistant 1, Sales Assistant 2, Sales Assistant 3, Web Coordinator
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These sources were utilized in addition for the following job positions during this reporting period.

Organization	Address	City, State, Zip	Phone	Fax	Email	Contact Person	Jobs Sent
KSGF-AM/FM radio station	2330 W. Grand	Springfield, MO 65802	417-865-6614	417-865-9643		Sales Dept.	Digital Account Executive
KSPW-FM radio station	2330 W. Grand	Springfield, MO 65802	417-865-6614	417-865-9643		Sales Dept.	Digital Account Executive, Sales Assistant 2
KRVI-FM radio station	2330 W. Grand	Springfield, MO 65802	417-865-6614	417-865-9643		Sales Dept.	Digital Account Executive, Sales Assistant 2
KTTS-FM radio station	2330 W. Grand	Springfield, MO 65802	417-865-6614	417-865-9643		Sales Dept.	Digital Account Executive
KSPW Facebook page	2330 W. Grand	Springfield, MO 65802	417-865-6614	417-865-9643		Lindsey Blake	Digital Account Executive
KSGF Facebook page	2330 W. Grand	Springfield, MO 65802	417-865-6614	417-865-9643		Kortni Tucker	Digital Account Executive
KRVI Facebook Page	2330 W. Grand	Springfield, MO 65802	417-865-6614	417-865-9643		Rachael Elliott	Digital Account Executive

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: #1 - Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: (on date; from date to date): 7-16-11

Participating employees: J. Pat Miller

Host/Sponsor of activity: Brown College / The Conclave Summer Learning Conference

Brief description of activity and station participation: The Conclave Summer Learning Conference is an annual education conference designed to train radio industry professionals. The 3 day conference covers all broadcasting issues from promotions, programming to new media development. Each year there is also a job fair for attendees and college students looking for work. Journal Broadcast Group publicized our openings, interviewed job seekers and collected resumes from attendees. Openings from all around the group were represented, not just Milwaukee.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 1. Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: February 16, 2011

Host/Sponsor of activity: MSU (Missouri State University)

Participating employees: Operations Manager, Valorie Rogers; News Director, Don Louzader; Vice-President/General Manager, Rex Hansen

Brief description of activity and station participation: This Career Expo was sponsored by MSU (Missouri State University). Additional colleges/universities co-hosting: Drury University, Evangel University, College of the Ozarks, Southwest Baptist University. The host(s) set up booths for participating businesses, and we purchased one of those booths. Management who was actively involved in the search for employees attended the event, taking applications and doing interviews with interested students. Qualifications for open positions were discussed, and those positions included: on-air talent (KTTS); sales (KTTS/KSGF); digital account executive (all stations), interns (all stations).

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 1. Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Date of station participation: September 20, 2011

Host/Sponsor of activity: MSU (Missouri State University)

Participating employees: KSPW Program Director, Eric Simon; News Director, Don Louzader; General Sales Manager, Janelle Carter

Brief description of activity and station participation: This Career Expo was sponsored by MSU (Missouri State University). The host set up booths for participating businesses, and we purchased one of those booths. Management who was actively involved in the search for employees attended the event, taking applications and doing interviews with interested students. Qualifications for open positions were discussed, and those positions included: on-air talent (KTTS); sales (KTTS/KSGF); digital account executive (all stations), interns (all stations).

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of station participation: Oct. 1, 2010 – Sept. 30, 2011

Host/Sponsor of activity: MSU (Missouri State University); College of the Ozarks; Missouri Valley College; Drury University

Participating employees: Eric Simon (KSPW Program Director; Amanda Potter, KTTS/KSGF Promotions Director

Brief description of activity and station participation: We have an internship training program, whereby we teach them about the industry, training them in all areas and aspects of the station. This reporting year we had five interns—two from Missouri State University (MSU), one from College of the Ozarks, one from Drury University, and one from Missouri Valley College. All were involved in the promotion department. Four of them worked with KSPW and one worked with KTTS and KSGF. They were involved in the following activities: assisted with station events; phone calls to clients; filing; data entry, assisted with graphic development and creation of station websites; processing of station prizes, formulation and execution of station contests and promotions; writing promotional announcements and commercial copy, misc. duties. One internship ended in April 2011; two internships ended in May, 2011; one ended in August 2011, and one in September 2011.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 16. Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Date of station participation: 5/17-5/18/2011

Participating employees: Laurie Kahn, Media Staffing Network, on behalf of Journal Broadcast Group

Host/Sponsor of activity: Media Sales Institute/FAMU

Brief description of activity and station participation: Media Staffing attended the Media Sales Institute (MSI) event held at FAMU for FAMU recent graduates. MSI is a ten-day, intense training program for graduating college or university seniors who are passionately interested in pursuing a career in media sales. The curriculum is designed to provide an entree into media sales for talented students of diverse backgrounds. At this event, Media Staffing viewed the graduates' presentations on assigned scenarios where they represent a radio or TV stations, cable system or newspaper and do a presentation to a local client. Media Staffing also met with potential sales individuals to discuss opportunities at Journal Broadcast Group. Each individual was provided a list of openings and job descriptions and applications. Those interested in the opportunities were instructed to reach out to the station manager directly.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 16. Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Date of station participation: 6/15-6/16/11

Participating employees: Laurie Kahn, Media Staffing Network, on behalf of Journal Broadcast Group

Host/Sponsor of activity: Media Sales Institute/Howard University

Brief description of activity and station participation: Media Staffing attended the Media Sales Institute (MSI) event held at Howard University for Howard University recent graduates. MSI is a ten-day, intense training program for graduating college or university seniors who are passionately interested in pursuing a career in media sales. The curriculum is designed to provide an entree into media sales for talented students of diverse backgrounds. At this event, Media Staffing viewed the graduates' presentations on assigned scenarios where they represent a radio or TV stations, cable system or newspaper and do a presentation to a local client. Media Staffing also met with potential sales individuals to discuss opportunities at Journal Broadcast Group. Each individual was provided a list of openings and job descriptions and applications. Those interested in the opportunities were instructed to reach out to the station manager directly.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 16. Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Date of station participation: 5/25/11

Participating employees: Laurie Kahn, Media Staffing Network, on behalf of Journal Broadcast Group

Host/Sponsor of activity: Media Sales Institute/University of North Texas

Brief description of activity and station participation: Media Staffing attended the Media Sales Institute (MSI) event held at University of North Texas for University of North Texas recent graduates. MSI is a ten-day, intense training program for graduating college or university seniors who are passionately interested in pursuing a career in media sales. The curriculum is designed to provide an entree into media sales for talented students of diverse backgrounds. At this event, Media Staffing viewed the graduates' presentations on assigned scenarios where they represent a radio or TV stations, cable system or newspaper and do a presentation to a local client. Media Staffing also met with potential sales individuals to discuss opportunities at Journal Broadcast Group. Each individual was provided a list of openings and job descriptions and applications. Those interested in the opportunities were instructed to reach out to the station manager directly.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: 6-1-11

Host/Sponsor of activity: Everest College

Participating employees: Don Louzader, News Director

Brief description of activity and station participation: Don Louzader, News Director, was speaker for an Environmental Science class at one of our local colleges, Everest College. During his presentation, he outlined how the media interacts and works with the different weather agencies during severe weather. He did a Q & A in which students asked about how they could become involved in severe weather broadcasting and the classes they would need. He also took questions concerning the positions currently available at our properties and how they might proceed in order to apply or if they were interested in an internship. Those positions included sales, (all stations), Sales Assistant (KRVI/KSPW).

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: 1/24/11

Host/Sponsor of activity: MSU (Missouri State University)

Participating employees: Don Louzader, News Director

Brief description of activity and station participation: Don Louzader, News Director, was speaker for a media class at one of our local state colleges, MSU (Missouri State University). During his presentation, he talked about what the role of media is in today's society, how we decide what stories we report, how long do we continue to report a particular story, who manipulates or tries to manipulate the media. He also took questions and discussed the positions for which our property is recruiting and how they needed to proceed in order to apply for one of our open positions. Those positions included sales, (all stations), KTTS/KSGF Sales; Digital Account Executive (all stations).

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: 10/18/10

Host/Sponsor of activity: MSU (Missouri State University)

Participating employees: Don Louzader, News Director

Brief description of activity and station participation: Don Louzader, News Director, was speaker for a media class at one of our local state colleges, MSU (Missouri State University). During his presentation, he talked about what the role of media is in today's society, how we decide what stories we report, how long do we continue to report a particular story, who manipulates or tries to manipulate the media. He also took questions and discussed the positions for which our property is recruiting and how they needed to proceed in order to apply for one of our open positions. Those positions included sales, (all stations), KTTS Promotion Director; KTTS Morning Show Talent/Producer.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: 10/19/10

Host/Sponsor of activity: MSU (Missouri State University)

Participating employees: Don Louzader, News Director

Brief description of activity and station participation: Don Louzader, News Director, was speaker for a media class at one of our local state colleges, MSU (Missouri State University). During his presentation, he talked about what the role of media is in today's society, how we decide what stories we report, how long do we continue to report a particular story, who manipulates or tries to manipulate the media. He also took questions and discussed the positions for which our property is recruiting and how they needed to proceed in order to apply for one of our open positions. Those positions included sales, (all stations), KTTS Promotions Director; KTTS Morning Show Talent/Producer.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: 2/14/11

Host/Sponsor of activity: MSU (Missouri State University)

Participating employees: Nancy Simpson, Assistant News Director

Brief description of activity and station participation: Nancy Simpson, Assistant News Director, was speaker for a media class at one of our local state universities. All elements of radio broadcasting, such as what the role of media is in today's society, how we decide what stories we report, how long do we continue to report a particular story, etc. She also played news pieces from former stories that had aired. She took questions and told the class which positions were available at our property and how they needed to proceed in order to apply for one of our open positions. Those positions included sales, (KTTS/KSGF); KTTS PT Announcer.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Date of station participation: 3/14/11

Host/Sponsor of activity: MSU (Missouri State University)

Participating employees: Valorie Rogers (Knight), Operations Manager

Brief description of activity and station participation: Valorie Rogers (Knight), Operations Manager, was speaker for a media class at one of our local state universities, MSU. Key points covered were: ⁽¹⁾work flow (how is programming developed) ⁽²⁾Skills needed for jobs in radio broadcasting ⁽³⁾How the business end of radio affects what goes on the air and what is required from a business standpoint (FCC regulations, how advertising rates are developed, Arbitron ratings, etc.) Valorie also took questions and told the class which positions were available at our property and how they needed to proceed in order to apply for one of our open positions. Those positions included: Digital Account Executive--all stations); KTTS PT Announcer; PT Business Office Assistant--all stations; Production Manager--all stations.

Outreach Initiative Record Keeping Worksheet

Station(s) Claiming Credit: KTTS-FM; KSGF-AM/FM; KSPW-FM; KRVI-FM

Type of activity listed under Outreach Initiative worksheet: 15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

Date of station participation: 3/30/11

Host/Sponsor of activity: MSU (Missouri State University)

Participating employees: Don Louzader, News Director

Brief description of activity and station participation: Don Louzader, News Director, was a speaker at an event hosted by our local state university (MSU), and held at a local television station (KY3/KSPR). The purpose of the event was to provide information about the future of media, how to be a media professional, how to conduct interviews, etc. During Don's presentation, in addition to an overview of media in general, he also spoke about our stations, the openings that were available, and how to apply for those positions. Those positions included: Digital Account Executive (all stations); KTTS Talent (PT), Business Office Assistant (PT-all stations), Production Manager (all stations), Account Executive, KTTS/KSGF, Account Executive, KSPW/KRVI.