

## 2013 ANNUAL EEO PUBLIC FILE REPORT

### Mississippi River Radio LLC Cape Girardeau Employment Unit

Stations: KEZS-FM, Cape Girardeau, MO  
KZIM(AM), Cape Girardeau, MO  
KGIR(AM), Cape Girardeau, MO  
KCGQ-FM, Gordonville, MO  
KGKS(FM), Scott City, MO  
KLSC(FM), Malden, MO  
KMAL(AM), Malden, MO  
KSIM(AM), Sikeston, MO

Reporting Period: 09/21/2012 – 09/20/2013

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

During the Reporting Period, a total of 9 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

***Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.***

Date of Station Participation: August 24, 2013

Participating Employees: Station Air Personalities

Host/Sponsor of Activity: SEMO University, Cape Girardeau, MO, Part-Time Job Fair

Attended and spoke with interested applicants, and distributed applications to interested parties.

***Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.***

Date of Station Participation: February 16, 2013

Participating Employees: On-Air

Host/Sponsor of Activity: Merit Badge University – Boy Scouts

Put on by APO at SEMO. Helped scouts earn their Radio Merit Badge by discussing science behind radio waves, transmitter equipment, FCC regulations. Scouts put together their own 10 minute radio show.

Date of Station Participation: March 13, 2013  
Participating Employees: KZIM PD  
Host/Sponsor of Activity: Central Junior High School  
Cast of the school spring musical was in studio for interview and singing.

Date of Station Participation: March 22, 2013  
Participating Employees: KCGQ On-Air Personality  
Host/Sponsor of Activity: New Madrid County Central Schools  
Career Day – discussed a day in the life of a radio DJ to seven classes.

Date of Station Participation: April 5, 2013  
Participating Employees: KZIM PD  
Host/Sponsor of Activity: Cape Central High School  
Cast of spring play “The Diary of Anne Frank” in studio.

Date of Station Participation: April 9, 2013  
Participating Employees: KZIM PD  
Host/Sponsor of Activity: Notre Dame Regional High School  
Cast of school musical “Seven Brides for Seven Brothers” in studio.

Date of Station Participation: April 11, 2013  
Participating Employees: KZIM PD  
Host/Sponsor of Activity: Saxony Lutheran High School  
Cast members of spring musical “Wizard of Oz” in studio.

***Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.***

Date of Station Participation: 05/28/13 – 08/15/2013  
Participating Employees: ESPN PD  
Description of Activity: SEMO University student majoring in Mass Communications served as an intern in our programming department.

Date of Station Participation: 08/24/12 – 03/31/13  
Participating Employees: Chief Engineer / Chief Information Technology Officer  
Description of Activity: SEMO University student majoring in Mass Communications served as an intern in our engineering department.

***Participated 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: November 14, 2012  
Participating Employees: KCGQ PD  
Host/Sponsor of Activity: Cub Scouts Pack 51, Chaffee, MO  
Conducted a tour of the station’s facilities

Date of Station Participation: January 28, 2013  
Participating Employees: KCGQ PD  
Host/Sponsor of Activity: Cub Scouts of Jackson Pack 112  
Conducted a tour of the station's facilities

Date of Station Participation: February 8, 2013  
Participating Employees: KCGQ PD  
Host/Sponsor of Activity: FBLA/DECA, Perryville, MO  
Conducted a tour of the station's facilities

Date of Station Participation: July 17, 2013  
Participating Employees: KCGQ PD  
Host/Sponsor of Activity: University School for Young Children  
Conducted a tour of our station's facilities

Date of Station Participation: August 21, 2013  
Participating Employees: Operations Manager  
Host/Sponsor of Activity: Jackson Chamber – Leadership Jackson  
Conducted tour of our station's facilities

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LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE              | RECRUITMENT SOURCE REFERRING HIREE        |
|--------------|------------------------|---|
| 11/26/12     | Digital Manager        | Radio Ad                                  |
| 12/17/12     | News Person            | Newspaper                                 |
| 02/18/13     | Sales Executive        | Radio Ad                                  |
| 04/17/13     | General Manager        | Kentucky Broadcaster's Association        |
| 08/20/13     | On Air Personality     | All Access Website                        |
| 09/02/13     | General Sales Manager  | Missouri Broadcasters Association Website |
| 09/16/13     | On Air / Meteorologist | Word of Mouth/Referral                    |
| 09/16/13     | Sales Executive        | Radio Ad                                  |
| 09/16/13     | Sales Executive        | Radio Ad                                  |

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## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 61

| Recruitment Sources Used in Reporting Period    | Number of Persons Interviewed that the Source Referred |
|---|--|
| Baltimore Association of Black Media Workers    | 0  |
| Broadcast Employment Services                   | 0  |
| NAACP   | 0  |
| National Urban League of Central Carolinas      | 0  |
| The Urban Leagues                               | 0  |
| The Professional Center                         | 0  |
| Society of Professional Journalist              | 0  |
| Missouri State University                       | 0  |
| Murray State University                         | 0  |
| Southeast Missouri State University             | 0  |
| Missouri State University                       | 0  |
| Southern Illinois University - Carbondale       | 0  |
| University of Missouri – St. Louis              | 0  |
| St. Louis Community College – Florissant Valley | 0  |
| Southeast Missourian Newspaper                  | 3  |
| All Access.com (user posting)                   | 3  |
| Country Aircheck.com                            | 0  |
| Company Websites                                | 0  |
| Word of Mouth / Referral                        | 8  |
| Radio Stations – on air announcements           | 34   |
| Internal Postings                               | 5  |
| Sikeston Standard Democrat Newspaper            | 0  |
| Facebook  | 0  |
| Career Builder                                  | 0  |
| Spots n Dots                                    | 3  |
| Missouri Broadcasters Association Website       | 2  |
| St. Louis Post Dispatch                         | 0  |
| Kentucky Broadcasters Association Website       | 3  |
| Illinois Broadcasters Association Website       | 0  |
| Tennessee Broadcasters Association Website      | 0  |
| Monster   | 0  |

## RECRUITING SOURCES USED

Job Title of Position: Digital Manager

Date of Hire: 11/26/2012

| REFERRAL SOURCE                                  | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE                                  |
|--|---|--|--------------------------|--|
| Baltimore Assoc of Black Media Workers           | N | WMAR-TV, 6400 York Rd, Baltimore, MD 21212   | Terry Owens              |  |
| Broadcast Employment Services                    | N | P O Box 4116, Oceanside, CA 92052  | Mark Holloway            |  |
| NAACP  | N | P O Box 25427, Raleigh, NC 27611   |                          |  |
| National Urban League of Central Carolinas, Inc. | N | 740 W 5 <sup>th</sup> St, PO Box 34686, Charlotte, NC 28234  |                          |  |
| The Urban League                                 | N | 3701 Gradel Square, St. Louis, MO 63156  |                          |  |
| The Professional Center                          | N | 415 4 <sup>th</sup> Ave., Ste. 1, Tarentum, PA 15084   | Nancy Kuritzky           |  |
| Society of Professional Journalists              | N | 3909 N Meridian, Indianapolis, IN 46208-40454  |                          |  |
| Missouri State University                        | N | 901 S National, Springfield, MO 65804  |                          |  |
| Murray State University                          | N | University Dr, Murray, KY 40271  |                          |  |
| Southeast Missouri State University              | N | One University Plaza, Cape Girardeau, MO 63701   |                          |  |
| Southern Illinois University – Carbondale        | N | Carbondale, IL 62901   |                          |  |
| University of Missouri – St. Louis               | N | 8001 Natural Bridge Road, St. Louis, MO 63121  |                          |  |
| St. Louis Community College – Florissant Vly     | N | 3400 Pershall Rd, Ferguson, MO 63135   | Steve Bai                | <a href="mailto:sbai@stlcc.edu">sbai@stlcc.edu</a>                     |
| Southeast Missourian                             | N | Cape Girardeau, MO 63701   | Ashley Deurst            | <a href="mailto:adeurst@semissourian.com">adeurst@semissourian.com</a> |
| Internal Postings                                | N |  |                          |  |
| On Air Announcements                             | N | KEZS-FM, KGKS-FM, KCGQ-FM, KLSC-FM, KZIM-AM, KSIM-AM, KGIR-AM, KMAL-AM   |                          |  |
| Company Websites                                 | N | <a href="http://www.929theriver.com">www.929theriver.com</a><br><a href="http://www.1470kmal.com">www.1470kmal.com</a><br><a href="http://www.1400ksim.com">www.1400ksim.com</a><br><a href="http://www.k103fm.com">www.k103fm.com</a><br><a href="http://www.960kzim.com">www.960kzim.com</a><br><a href="http://www.realrock993.com">www.realrock993.com</a><br><a href="http://www.kgir.com">www.kgir.com</a><br><a href="http://www.939kiss.com">www.939kiss.com</a> |                          |  |

Job Title of Position: News Person Date of Hire: 12/17/2012

| REFERRAL SOURCE                                  | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE                                  |
|--|---|--|--------------------------|--|
| Baltimore Assoc of Black Media Workers           | N | WMAR-TV, 6400 York Rd, Baltimore, MD 21212   | Terry Owens              |  |
| Broadcast Employment Services                    | N | P O Box 4116, Oceanside, CA 92052  | Mark Holloway            |  |
| NAACP  | N | P O Box 25427, Raleigh, NC 27611   |                          |  |
| National Urban League of Central Carolinas, Inc. | N | 740 W 5 <sup>th</sup> St, PO Box 34686, Charlotte, NC 28234  |                          |  |
| The Urban League                                 | N | 3701 Gradel Square, St. Louis, MO 63156  |                          |  |
| The Professional Center                          | N | 415 4 <sup>th</sup> Ave., Ste. 1, Tarentum, PA 15084   | Nancy Kuritzky           |  |
| Society of Professional Journalists              | N | 3909 N Meridian, Indianapolis, IN 46208-40454  |                          |  |
| Missouri State University                        | N | 901 S National, Springfield, MO 65804  |                          |  |
| Murray State University                          | N | University Dr, Murray, KY 40271  |                          |  |
| Southeast Missouri State University              | N | One University Plaza, Cape Girardeau, MO 63701   |                          |  |
| Southern Illinois University – Carbondale        | N | Carbondale, IL 62901   |                          |  |
| University of Missouri – St. Louis               | N | 8001 Natural Bridge Road, St. Louis, MO 63121  |                          |  |
| St. Louis Community College – Florissant Vly     | N | 3400 Pershall Rd, Ferguson, MO 63135   | Steve Bai                | <a href="mailto:sbai@stlcc.edu">sbai@stlcc.edu</a>                     |
| Southeast Missourian                             | N | Cape Girardeau, MO 63701   | Ashley Deurst            | <a href="mailto:adeurst@semissourian.com">adeurst@semissourian.com</a> |
| Corporate Website                                | N | <a href="http://www.maxmediallc.com">www.maxmediallc.com</a>   |                          |  |
| Internal Postings                                | N |  |                          |  |
| On Air Announcements                             | N | KEZS-FM, KGKS-FM, KCGQ-FM, KLSC-FM, KZIM-AM, KSIM-AM, KGIR-AM, KMAL-AM   |                          |  |
| Company Websites                                 | N | <a href="http://www.929theriver.com">www.929theriver.com</a><br><a href="http://www.1470kmal.com">www.1470kmal.com</a><br><a href="http://www.1400ksim.com">www.1400ksim.com</a><br><a href="http://www.k103fm.com">www.k103fm.com</a><br><a href="http://www.960kzim.com">www.960kzim.com</a><br><a href="http://www.realrock993.com">www.realrock993.com</a><br><a href="http://www.kgir.com">www.kgir.com</a><br><a href="http://www.939kiss.com">www.939kiss.com</a> |                          |  |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Sales Executive

Date of Hire: 02/18/2013

| REFERRAL SOURCE                                  | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE              |
|--|---|--|--------------------------|--|
| Baltimore Assoc of Black Media Workers           | N | WMAR-TV, 6400 York Rd, Baltimore, MD 21212   | Terry Owens              |  |
| Broadcast Employment Services                    | N | P O Box 4116, Oceanside, CA 92052  | Mark Holloway            |  |
| NAACP  | N | P O Box 25427, Raleigh, NC 27611   |                          |  |
| National Urban League of Central Carolinas, Inc. | N | 740 W 5 <sup>th</sup> St, PO Box 34686, Charlotte, NC 28234  |                          |  |
| The Urban League                                 | N | 3701 Gradel Square, St. Louis, MO 63156  |                          |  |
| The Professional Center                          | N | 415 4 <sup>th</sup> Ave., Ste. 1, Tarentum, PA 15084   | Nancy Kuritzky           |  |
| Society of Professional Journalists              | N | 3909 N Meridian, Indianapolis, IN 46208-40454  |                          |  |
| Missouri State University                        | N | 901 S National, Springfield, MO 65804  |                          |  |
| Murray State University                          | N | University Dr, Murray, KY 40271  |                          |  |
| Southeast Missouri State University              | N | One University Plaza, Cape Girardeau, MO 63701   |                          |  |
| Southern Illinois University – Carbondale        | N | Carbondale, IL 62901   |                          |  |
| University of Missouri – St. Louis               | N | 8001 Natural Bridge Road, St. Louis, MO 63121  |                          |  |
| St. Louis Community College – Florissant Vly     | N | 3400 Pershall Rd, Ferguson, MO 63135   | Steve Bai                | <a href="mailto:sbai@stlcc.edu">sbai@stlcc.edu</a> |
| Internal Postings                                | N |  |                          |  |
| On Air Announcements                             | N | KEZS-FM, KGKS-FM, KCGQ-FM, KLSC-FM, KZIM-AM, KSIM-AM, KGIR-AM, KMAL-AM   |                          |  |
| Company Websites                                 | N | <a href="http://www.929theriver.com">www.929theriver.com</a><br><a href="http://www.1470kmal.com">www.1470kmal.com</a><br><a href="http://www.1400ksim.com">www.1400ksim.com</a><br><a href="http://www.k103fm.com">www.k103fm.com</a><br><a href="http://www.960kzim.com">www.960kzim.com</a><br><a href="http://www.realrock993.com">www.realrock993.com</a><br><a href="http://www.kgir.com">www.kgir.com</a><br><a href="http://www.939kiss.com">www.939kiss.com</a> |                          |  |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.



Job Title of Position: General Manager

Date of Hire: April 17, 2013

| REFERRAL SOURCE                   | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|-----------------------------------|---|--|--------------------------|---------------------------------------|
| Missouri Broadcasters Association | N | <a href="mailto:vsabatino@mbaweb.org">vsabatino@mbaweb.org</a> |                          |                                       |
| Spots N Dots                      | N | www.spotsndots.com   | Kevin Owens              | 888-884-2630 x 701                    |
| St. Louis Post Dispatch           | N | 900 N. Tucker Blvd. St. Louis, MO                              | Classified Sales         | 1-800-365-0820                        |
| Kentucky Broadcasters Association | N | kba.org  |                          |                                       |
| Monster                           | N | www.monster.com  |                          |                                       |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

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Job Title of Position: On Air Personality      Date of Hire: August 20, 2013

| REFERRAL SOURCE                                  | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE                                  |
|--|---|--|--------------------------|--|
| Baltimore Assoc of Black Media Workers           | N | WMAR-TV, 6400 York Rd, Baltimore, MD 21212   | Terry Owens              |  |
| Broadcast Employment Services                    | N | P O Box 4116, Oceanside, CA 92052  | Mark Holloway            |  |
| NAACP  | N | P O Box 25427, Raleigh, NC 27611   |                          |  |
| National Urban League of Central Carolinas, Inc. | N | 740 W 5 <sup>th</sup> St, PO Box 34686, Charlotte, NC 28234  |                          |  |
| The Urban League                                 | N | 3701 Gradel Square, St. Louis, MO 63156  |                          |  |
| The Professional Center                          | N | 415 4 <sup>th</sup> Ave., Ste. 1, Tarentum, PA 15084   | Nancy Kuritzky           |  |
| Society of Professional Journalists              | N | 3909 N Meridian, Indianapolis, IN 46208-40454  |                          |  |
| Missouri State University                        | N | 901 S National, Springfield, MO 65804  |                          |  |
| Murray State University                          | N | University Dr, Murray, KY 40271  |                          |  |
| Southeast Missouri State University              | N | One University Plaza, Cape Girardeau, MO 63701   |                          |  |
| Southern Illinois University – Carbondale        | N | Carbondale, IL 62901   |                          |  |
| University of Missouri – St. Louis               | N | 8001 Natural Bridge Road, St. Louis, MO 63121  |                          |  |
| St. Louis Community College – Florissant Vly     | N | 3400 Pershall Rd, Ferguson, MO 63135   | Steve Bai                | <a href="mailto:sbai@stlcc.edu">sbai@stlcc.edu</a>                     |
| Southeast Missourian                             | N | Cape Girardeau, MO 63701   | Ashley Deurst            | <a href="mailto:adeurst@semissourian.com">adeurst@semissourian.com</a> |
| Internal Postings                                | N |  |                          |  |
| On Air Announcements                             | N | KEZS-FM, KGKS-FM, KCGQ-FM, KLSC-FM, KZIM-AM, KSIM-AM, KGIR-AM, KMAL-AM   |                          |  |
| Company Websites                                 | N | <a href="http://www.929theriver.com">www.929theriver.com</a><br><a href="http://www.1470kmal.com">www.1470kmal.com</a><br><a href="http://www.1400ksim.com">www.1400ksim.com</a><br><a href="http://www.k103fm.com">www.k103fm.com</a><br><a href="http://www.960kzim.com">www.960kzim.com</a><br><a href="http://www.realrock993.com">www.realrock993.com</a><br><a href="http://www.kgir.com">www.kgir.com</a><br><a href="http://www.939kiss.com">www.939kiss.com</a> |                          |  |
| All Access                                       | N | <b>Allaccess.com</b>   |                          |  |
| Tennessee Broadcasters Association               | N | <a href="mailto:info@tabtn.org">info@tabtn.org</a>   |                          |  |
| Kentucky Broadcasters Association                | N | <a href="mailto:kba@kba.org">kba@kba.org</a>   |                          |  |
| Missouri Broadcasters Association                | N | <a href="mailto:vsabatino@mbaweb.org">vsabatino@mbaweb.org</a>   |                          |  |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Sales Manager

Date of Hire: 09/02/2013

| REFERRAL SOURCE                                  | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE                                  |
|--|---|--|--------------------------|--|
| Baltimore Assoc of Black Media Workers           | N | WMAR-TV, 6400 York Rd, Baltimore, MD 21212   | Terry Owens              |  |
| Broadcast Employment Services                    | N | P O Box 4116, Oceanside, CA 92052  | Mark Holloway            |  |
| NAACP  | N | P O Box 25427, Raleigh, NC 27611   |                          |  |
| National Urban League of Central Carolinas, Inc. | N | 740 W 5 <sup>th</sup> St, PO Box 34686, Charlotte, NC 28234  |                          |  |
| The Urban League                                 | N | 3701 Gradel Square, St. Louis, MO 63156  |                          |  |
| The Professional Center                          | N | 415 4 <sup>th</sup> Ave., Ste. 1, Tarentum, PA 15084   | Nancy Kuritzky           |  |
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| Missouri State University                        | N | 901 S National, Springfield, MO 65804  |                          |  |
| Murray State University                          | N | University Dr, Murray, KY 40271  |                          |  |
| Southeast Missouri State University              | N | One University Plaza, Cape Girardeau, MO 63701   |                          |  |
| Southern Illinois University – Carbondale        | N | Carbondale, IL 62901   |                          |  |
| University of Missouri – St. Louis               | N | 8001 Natural Bridge Road, St. Louis, MO 63121  |                          |  |
| St. Louis Community College – Florissant Vly     | N | 3400 Pershall Rd, Ferguson, MO 63135   | Steve Bai                | <a href="mailto:sbai@stlcc.edu">sbai@stlcc.edu</a>                     |
| Southeast Missourian                             | N | Cape Girardeau, MO 63701   | Ashley Deurst            | <a href="mailto:adeurst@semissourian.com">adeurst@semissourian.com</a> |
| Internal Postings                                | N |  |                          |  |
| On Air Announcements                             | N | KEZS-FM, KGKS-FM, KCGQ-FM, KLSC-FM, KZIM-AM, KSIM-AM, KGIR-AM, KMAL-AM   |                          |  |
| Company Websites                                 | N | <a href="http://www.939theriver.com">www.939theriver.com</a><br><a href="http://www.k103fm.com">www.k103fm.com</a><br><a href="http://www.960kzim.com">www.960kzim.com</a><br><a href="http://www.semoespn.com">www.semoespn.com</a> |                          |  |
| All Access                                       | N | <a href="http://Allaccess.com">Allaccess.com</a>   |                          |  |
| Tennessee Broadcasters Association               | N | <a href="mailto:info@tabtn.org">info@tabtn.org</a>   |                          |  |
| Kentucky Broadcasters Association                | N | <a href="mailto:kba@kba.org">kba@kba.org</a>   |                          |  |
| Missouri Broadcasters Association                | N | <a href="mailto:Tharper@mbaweb.org">Tharper@mbaweb.org</a>   | Terry Harper             |  |
| Illinois Broadcasters Association                | N | <a href="mailto:iba@iba.org">iba@iba.org</a>   |                          |  |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: On Air / Meteorologist

Date of Hire: 09/16/2013

| REFERRAL SOURCE                                  | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE                                  |
|--|---|--|--------------------------|--|
| Baltimore Assoc of Black Media Workers           | N | WMAR-TV, 6400 York Rd, Baltimore, MD 21212   | Terry Owens              |  |
| Broadcast Employment Services                    | N | P O Box 4116, Oceanside, CA 92052  | Mark Holloway            |  |
| NAACP  | N | P O Box 25427, Raleigh, NC 27611   |                          |  |
| National Urban League of Central Carolinas, Inc. | N | 740 W 5 <sup>th</sup> St, PO Box 34686, Charlotte, NC 28234  |                          |  |
| The Urban League                                 | N | 3701 Gradel Square, St. Louis, MO 63156  |                          |  |
| The Professional Center                          | N | 415 4 <sup>th</sup> Ave., Ste. 1, Tarentum, PA 15084   | Nancy Kuritzky           |  |
| Society of Professional Journalists              | N | 3909 N Meridian, Indianapolis, IN 46208-40454  |                          |  |
| Missouri State University                        | N | 901 S National, Springfield, MO 65804  |                          |  |
| Murray State University                          | N | University Dr, Murray, KY 40271  |                          |  |
| Southeast Missouri State University              | N | One University Plaza, Cape Girardeau, MO 63701   |                          |  |
| Southern Illinois University – Carbondale        | N | Carbondale, IL 62901   |                          |  |
| University of Missouri – St. Louis               | N | 8001 Natural Bridge Road, St. Louis, MO 63121  |                          |  |
| St. Louis Community College – Florissant Vly     | N | 3400 Pershall Rd, Ferguson, MO 63135   | Steve Bai                | <a href="mailto:sbai@stlcc.edu">sbai@stlcc.edu</a>                     |
| Southeast Missourian                             | N | Cape Girardeau, MO 63701   | Ashley Deurst            | <a href="mailto:adeurst@semissourian.com">adeurst@semissourian.com</a> |
| Internal Postings                                | N |  |                          |  |
| On Air Announcements                             | N | KEZS-FM, KGKS-FM, KCGQ-FM, KLSC-FM, KZIM-AM, KSIM-AM, KGIR-AM, KMAL-AM   |                          |  |
| Company Websites                                 | N | <a href="http://www.929theriver.com">www.929theriver.com</a><br><a href="http://www.1470kmal.com">www.1470kmal.com</a><br><a href="http://www.1400ksim.com">www.1400ksim.com</a><br><a href="http://www.k103fm.com">www.k103fm.com</a><br><a href="http://www.960kzim.com">www.960kzim.com</a><br><a href="http://www.realrock993.com">www.realrock993.com</a><br><a href="http://www.kgir.com">www.kgir.com</a><br><a href="http://www.939kiss.com">www.939kiss.com</a> |                          |  |
| All Access                                       | N | <b>Allaccess.com</b>   |                          |  |
| Tennessee Broadcasters Association               | N | <a href="mailto:info@tabtn.org">info@tabtn.org</a>   |                          |  |
| Kentucky Broadcasters Association                | N | <a href="mailto:kba@kba.org">kba@kba.org</a>   |                          |  |
| Missouri Broadcasters Association                | N | <a href="mailto:vsabatino@mbaweb.org">vsabatino@mbaweb.org</a>   |                          |  |

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Job Title of Position: Sales Executive

Date of Hire: 09/16/2013

| REFERRAL SOURCE                                  | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE                                  |
|--|---|--|--------------------------|--|
| Baltimore Assoc of Black Media Workers           | N | WMAR-TV, 6400 York Rd, Baltimore, MD 21212   | Terry Owens              |  |
| Broadcast Employment Services                    | N | P O Box 4116, Oceanside, CA 92052  | Mark Holloway            |  |
| NAACP  | N | P O Box 25427, Raleigh, NC 27611   |                          |  |
| National Urban League of Central Carolinas, Inc. | N | 740 W 5 <sup>th</sup> St, PO Box 34686, Charlotte, NC 28234  |                          |  |
| The Urban League                                 | N | 3701 Gradel Square, St. Louis, MO 63156  |                          |  |
| The Professional Center                          | N | 415 4 <sup>th</sup> Ave., Ste. 1, Tarentum, PA 15084   | Nancy Kuritzky           |  |
| Society of Professional Journalists              | N | 3909 N Meridian, Indianapolis, IN 46208-40454  |                          |  |
| Missouri State University                        | N | 901 S National, Springfield, MO 65804  |                          |  |
| Murray State University                          | N | University Dr, Murray, KY 40271  |                          |  |
| Southeast Missouri State University              | N | One University Plaza, Cape Girardeau, MO 63701   |                          |  |
| Southern Illinois University – Carbondale        | N | Carbondale, IL 62901   |                          |  |
| University of Missouri – St. Louis               | N | 8001 Natural Bridge Road, St. Louis, MO 63121  |                          |  |
| St. Louis Community College – Florissant Vly     | N | 3400 Pershall Rd, Ferguson, MO 63135   | Steve Bai                | <a href="mailto:sbai@stlcc.edu">sbai@stlcc.edu</a>                     |
| Sikeston Standard Democrat Newspaper             | N | Sikeston, MO 63801   | Ashley Deurst            | <a href="mailto:adeurst@semissourian.com">adeurst@semissourian.com</a> |
| Southeast Missourian                             | N | Cape Girardeau, MO 63701   | Ashley Deurst            | <a href="mailto:adeurst@semissourian.com">adeurst@semissourian.com</a> |
| Internal Postings                                | N |  |                          |  |
| On Air Announcements                             | N | KEZS-FM, KGKS-FM, KCGQ-FM, KLSC-FM, KZIM-AM, KSIM-AM, KGIR-AM, KMAL-AM   |                          |  |
| Company Websites                                 | N | <a href="http://www.929theriver.com">www.929theriver.com</a><br><a href="http://www.1470kmal.com">www.1470kmal.com</a><br><a href="http://www.1400ksim.com">www.1400ksim.com</a><br><a href="http://www.k103fm.com">www.k103fm.com</a><br><a href="http://www.960kzim.com">www.960kzim.com</a><br><a href="http://www.realrock993.com">www.realrock993.com</a><br><a href="http://www.kgir.com">www.kgir.com</a><br><a href="http://www.939kiss.com">www.939kiss.com</a> |                          |  |

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| Southern Illinois University – Carbondale        | N | Carbondale, IL 62901   |                          |  |
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