

**RADIO RESULTS
KGGF-AM/FM – KUSN – KQQF
Coffeyville, Kansas**

**EEO REPORTING
February 1, 2015 – January 31, 2016**

KGGF-AM, KUSN-FM; Coffeyville, KS
KGGF-FM; Fredonia, KS
KQQF-FM; Dearing, KS

All four (4) stations are combined in a sole operation configuration and thus are a single employment unit.

Responsibilities of Management/Enforcement/Dissemination of EEO Policies

John Leonard, General Manager of KGGF-KUSN, has overall responsibility of hiring and of enforcing all EEO policies and to continually review our employment unit's performance and adherence to the Commission's EEO rules.

All current employees have been advised of our stations' EEO policies and have received a written copy of same. Future employees will be advised of our EEO policies during the interview process. Employees have been encouraged to advise their immediate supervisor of any complaints they may have of prejudice or discrimination in the workplace.

Analysis of EEO Recruitment Programs/ Effectiveness/Pay/Benefit/Promotion and Selection Techniques

KGGF-KUSN, constantly analyzes its EEO Recruitment Program and to its effectiveness and outreach. Our pay and benefit plans are equitable for each appropriate position, and we attest that KGGF-KUSN, does not discriminate in hiring or promotion on the basis of sex, age, race or nationality. Our policy is to afford the opportunity for employment to all qualified persons.

**LIST OF ALL FULL-TIME VACANCIES FILLED FOR THE
PERIOD
FEBRUARY 1, 2015 – JANUARY 31, 2016**

<u>Position</u>	<u>Date Hired</u>	<u>Source of Hire</u>
Account Representative	5/4/2015	Radio Results Career Fair
Account Representative	9/8/2015	Employee Referral – J Leonard
On-Air Program	1/1/2016	In-House Promotion

Three (3) full-time employees hired during this EEO reporting period.

YEARLY TOTAL NUMBER OF INTERVIEWS

TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE

Total Number of interviews for full time vacancies	11
Employee Referrals	5
KGGF-KUSN, Inc. Career Fair	2
Coffeyville Community College	3
In House Promotion	1

**LIST OF RECRUITMENT SOURCES
USED FOR JOB VACANCIES**

Radio Results Group	On-Air Ad
RadioResultsGroup.com	Website
Coffeyville Got Jobs Coffeyville Chamber of Commerce PO Box 457 Coffeyville, KS 67337	Website Stacia Meek 620-251-2550
Coffeyville Community College 400 West 11 th Street Coffeyville, KS 67337	Billy Durham 620-251-7700 Lisa Kuehn (620) 252-7137
RRG – Kansas Works Independence Civic Center	Pam Hann 620-431-2375
NAACP Barton County Branch Unit #4028 PO Box 311 Great Bend, KS 67530	Human Resource Dept.
Kansas Association of Broadcasters 214 SW 6 th Street Suite 300 Topeka, KS 66603	Human Resources Dept.
Independence Chamber of Commerce 322 N. Penn Independence, KS 67301	Lisa Wilson (620) 331-1890
Employee Referral	John Leonard General Manager Radio Results Group Denise Gates Traffic Radio Results Group Judi Alexander Account Representative Radio Results Group

SUPPLEMENTAL OUTREACH INITIATIVES

February 1, 2015 – January 31, 2016

RADIO RESULTS

KGGF-AM/FM – KUSN - KQQF

Coffeyville, KS

1st Initiative

KGGF-KUSN sponsored and organized a job fair at this employment unit's main office and studios at 306 West 8th Street in Coffeyville, Kansas. This career fair was promoted on air by all four stations that are a part of this employment unit. The Fair was held April 7, 2015 6 pm – 7 pm. Staff members from this employment unit that participated in the event included John Leonard, General manager, Judy Alexander, Account Representative and Lance Allred, Program Director. Prospective employees had the opportunity to view a power point presentation that outlines various career opportunities within our company and the skills required for a successful career in broadcasting. Participants were able to visit with and ask questions of current employees in Sales, Programming, etc., as well as complete employment applications and schedule job interviews.

2nd Initiative

Participated in an internship program in conjunction with Coffeyville Community College. One intern participated in this program during this EEO reporting period from January 2015 – April 2015. The intern participating was Terran Gorges. This was a paid internship position in which the student worked a varied schedule so as not to conflict with his class schedule, spending 3 to 8 hours hours per week. The student

learned and received practical, hands-on experience, in commercial copywriting and production as well a news reporting, writing and anchoring with basic production skills.

Also, a second intern came on board January 2016 for the winter semester. This student is learning practical, hands-on experience, in commercial copywriting and production as well a news reporting, writing and anchoring with basic production skills.

This employment unit also initiated to develop an intern program with Field Kindley High School, but there were no interns available for this EEO reporting period.

3rd Initiative

Sponsored the SEK Home and Recreation Show on April 25, 2015 from 9am – 4pm at the Rec Center at Walter Johnson Park in Coffeyville, KS.

During this event this employment entity operated a booth where prospective employees could learn from our radio staff about various broadcasting opportunities within our radio group. In addition, employment applications were distributed and accepted from those interested in broadcasting employment.

Station personnel participating in this event included John Leonard, General Manager, Sales Representative Judi Alexander and Programming Personnel Lance Allred.

Although we were scheduled to co-sponsor a job fair mid spring or late fall 2015 with Coffeyville Community College, it did not transpire due to not being held.

Activities to fulfill:

Plan to continue our intern partnership with Coffeyville Community College. Our contact at the college is Billy Durham, Chair of the Broadcast Communications Department. Through this partnership, students enrolled in the broadcast department receive hands-on, practical training in such areas as commercial copy writing and production alongside various program elements. Student interns spend an average of four (4) hours per week at our Coffeyville facility and are evaluated periodically by General Manager John Leonard and department personnel pertaining to the broadcast aspect. Copies of the written evaluation are forwarded to Mr. Durham for the intern's file in order to receive course credit for participation within this program.

Also, next reporting period, this employment unit will again seek to develop such an intern partnership with Field Kindley High School as well.

This employment unit is also planning to sponsor a career fair at our premises either mid spring or late fall 2016 to participants interested on the broadcasting industry.

This employment unit is also planning to co-sponsor with Coffeyville Community College a job fair mid spring or late fall 2016.

This unit is also planning to sponsor the SEK Home and Recreation show on April 23, 2016.