

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

**EEO REPORTING  
February 1, 2013 – January 31, 2014  
Data Collected from January 23, 2013 through January 31, 2014**

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, 2013 – JANUARY 31, 2014**

Data Collected from January 23, 2013 through January 31, 2014

<u>Position</u>	<u>Date Hired</u>	<u>Source of Hire</u>
Account Executive	2/7/2013	Kansas Works
Account Executive	4/29/2013	Job Fair
Account Executive	10/9/2013	Former Employee-Rehire
Account Executive	11/25/13	Employee Referral – John Leonard

Four (4) 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** **13**

**Kansas Works** **6**

**Employee Referrals** **4**

**Job Fair** **2**

**Rehire of Former Employee** **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 Yvonne Hull 620-251-2550
Coffeyville Community College 400 West 11 <sup>th</sup> Street Coffeyville, KS 67337	Billy Durham 620-251-7700
RRG – Kansas Works Independence Civic Center	Pam Hann 620-431-2375

**SUPPLEMENTAL OUTREACH INITIATIVES**  
**February 1, 2013 – January 31, 2014**  
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1<sup>st</sup> Initiative

As part of our supplemental outreach initiative, sponsored, organized and participated in a job fair sponsored by our radio group, KGGF-KUSN, held at our main office and studio at 306 W 8<sup>th</sup> Street, Coffeyville, Kansas. This career fair occurred April 10, 2013 from 6 pm – 8 pm.

At this job fair, prospective employees were shown a power point presentation outlining various employment opportunities within our company and the skill necessary and required for a successful broadcasting career. Participants were also given a chance to talk to different staff members, ask questions, complete an employment application and schedule an interview.

Station personnel who assisted with this event included John Leonard, General Manager, Sales Representatives Anna Bolinger and Wayne Burnett, and Programming Personnel, Lance Allred.

2<sup>nd</sup> Initiative

Sponsored the SEK Home and Recreation Show on April 13, 2013 from 9 am – 4 pm 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 career

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 Representatives Anna Bolinger and Wayne Burnett, Programming Personnel, Ron Curran, Lance Allred and Karen Goss.

### 3rd Initiative

Participated in an internship program in conjunction with Coffeyville Community College. One intern participated in this program during this EEO reporting period from September 3, 2013 – January 31, 2014. The intern participating was Bridgette Volle. This was a paid internship position in which the student worked a varied schedule so as not to conflict with her class schedule, for at least four (4) 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.

This employment unit was scheduled to partner with the Kansas Works Program to sponsor a job fair, RRG-Kansas Works Career Fair, August 14, 2013 but this particular fair was cancelled due to unforeseen circumstances in regards to the employee of Kansas Works Program being transferred to another location.

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 seek to develop such an intern partnership with Field Kindley High School as well.

Planning to sponsor the SEK Home and Recreation Show. During this event, we will man a booth by key employees of our stations to talk to those interested about careers in broadcasting, particularly with KGGF-KUSN. Employment applications will be available and can be completed on-site with interview appointments being scheduled throughout this event. The show is scheduled for April 26, 2014 from 9am – 4pm at the Recreation Center at Walter Johnson Park in Coffeyville, Kansas.

KGGF-KUSN is planning to sponsor and organize a job fair at this employment unit's main office and studios at 306 West 8<sup>th</sup> Street in Coffeyville, Kansas. We are tentatively looking to schedule this event late March or early April 2014. Prospective employees will have 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 will also be able to visit with and ask questions of current employees in Sales, Programming, etc., as well as complete employment applications and schedule job interviews.