

It is the policy of E-Communications LLC., Radio Stations KAMS, KALM, KHOM and KBMV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It is also our policy to promote the realization of equal employment opportunity through positive, continuing programs of specific practices designed to insure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the rules and regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program, which was instated effective March 10, 2003. A full description of pertinent job openings and recruitment procedures may be found in our public file.

For the period October 1, 2022 to September 30, 2023, KAMS/KALM/KHOM/KBMV hired one full-time employee. We interviewed 5 applicants for an on-air position. Two heard the ad on radio/FB post, one on a referral, one was a former employee, and one through a post on MBA who wanted to return to the area.

When stations KAMS/KALM/KHOM/KBMV are searching for prospective employees, sources of recruitment include:

Arkansas Broadcasters Association

2024 Arkansas Drive, Suite 403

Little Rock, AR 72212

501-227-7564 (office)/(fax) 501-223-9798/800-844-3216

Arkansas State University

P.O. Box 540

State University, AR

Radio & TV Department Mary Pitts 800-382-3030/870-972-3361

Missouri Broadcasters Association
1025 Northeast Drive
Jefferson City, Mo 65109
573-636-6692

Missouri State University-West Plains
Career Center, 128 Garfield
West Plains, MO 65775
417-255-7230

West Plains Daily Quill
125 North Jefferson
West Plains, MO 65775
Ad Sales/Classified 417-256-9191
wpqclassified@centurytel.net

Area Wide Media: South Missourian News and The News
PO. Box 248
Salem, AR 72576
870-856-2582 Local 417-264-3814
vjwebmaster@centurytel.net

E-Comm Online Employment Network
Web Based Internet Employment Network
Hometown Employment Network
contact@iadsnetwork.com

E-Communications LLC

Radio Stations KAMS, KHOM, KALM and KBMV

PO. Box 15

Thayer, MO 65791

417-264-7211

KKOUNTRY.com, KHOMTheTrain.com AM1290TheGift.com

www.ecommnewsnetwork.com

During the period October 1, 2022 to September 30, 2023, E-Communications LLC, Radio Station KAMS/KALM/KHOM/KBMV participated in outreach activities.

- A. Participated as a member of the Missouri Broadcasters Association to improve awareness of radio employment opportunities.
- B. Management training programs have been held to educate managers in regard to hiring and outreach activities.
- C. Participated when ask to attend the job and career fair at the Thayer High School doing mock interviews and search out prospects. We have contact throughout the year with area schools seeking high school students who may have interest in the broadcast and media business.
- D. Participated as a member of the Arkansas Broadcasters Association to provide awareness of broadcasting careers.
- E. CEO Robert Eckman serves on several community boards to keep a pulse on the needs of our area and prospective job candidates. Eckman serves on the board of the Thayer Area Chamber of Commerce, The Thayer Community Betterment Association, Past Board member of the West Plains Chamber of Commerce, The Advisory Board to the Communications Department at Arkansas State University, Thayer-Mammoth Spring Rotary Club, Ozarks Medical Center

Foundation Board, and on the past board member of the Missouri Broadcaster's Association Board. Currently Eckman serves of the board of directors for Community First Banking Companies of West Plains, Thayer and Mt Gove.

If your organization distributes information about employment opportunities to job seekers, or refers those looking for jobs to employers, and you would like to receive job vacancy information from E-Communications, LLC, please provide us with your name, mailing address, e-mail address, telephone, fax number and individual contact information. Please send contact information to eckmanr72@gmail.com or marketing@kkountry.com