



Eads Broadcasting Corporation
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Federal Communications Commission
& Interested Members of the Public

This special filing in the online public inspection file of both KGAL and KSHO is in response to the February 6, 2020, letter from the FCC for an audit of the Equal Employment Opportunity (EEO) program of KSHO (AM) Lebanon, OR (Facility ID 18038).

Our small, locally-owned group of two AM stations has fewer than 5 full-time employees. Full-time being defined as working 30 hours a week or more. Even though we are not required to document the details of a formal EEO program we take equal employment opportunities very seriously. Any and all on-air recruitment messages clearly state that we are an Equal Opportunity Employer. We sponsor and actively participate in the annual LBCC Job Fair which is open to the public of all ages, genders and races. We have received no complaints, either formal or informal, about our employment or hiring practices with regard to equal opportunity or any other issues.

Full-time positions include: (1) Program Director- 40 hours/wk, (2) Account Executive- 40 hours/wk, (3) Air Personality- 35 hours/wk, (4) Office Manager- 30 hours/wk.

As the Owner and General Manager of the station I am responsible for equal opportunity compliance at the station and have informed employees of the importance of EEO. I certify that this letter is an accurate and complete response to the FCC audit request.

A handwritten signature in black ink that reads "Richard C. Eads". The signature is written in a cursive style.

Richard C. Eads
Owner/General Manager
Eads Broadcasting Corporation
KGAL / KSHO