

**RESULTS RADIO
KTTR-KZNN-KDAA-KXMO
Rolla, Missouri**

**EEO REPORTING
October 1, 2012 – September 30, 2013**

KTTR-AM, KZNN-FM and KDAA-FM; Rolla, MO
KXMO-FM; Owensville, MO
KTTR-FM; St James, MO

All five (5) stations are combined in a sole operation configuration and thus are a single employment unit.

Responsibilities of Management/Enforcement/Dissemination of EEO Policies

Mike Thompson, General Manager of Results Radio, 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

Results Radio, 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 Results Radio, 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
OCTOBER 1, 2012 – SEPTEMBER 30, 2013**

<u>Position</u>	<u>Date Hired</u>	<u>Source of Hire</u>
Program	2/7/2013	Former KTTR Employee-Rehire
Traffic	4/22/13	Current Employee of Results Radio Referral
Sales	5/6/2013	On-Air Radio Ad
Program	6/24/2013	Former KTTR Employee-Rehire

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 16

Results Radio On Air Ad	6
St Louis Broadcast Center	1
Employee Referral Anna Poling Randie Richardson	2
Results Radio Website	1
Unsolicited	1
Stillwater Radio Applicant Referral	1
Former KTTR Employee Rehire	2
Allaccess.com website	2

LIST OF RECRUITMENT SOURCES USED FOR JOB VACANCIES

Results Radio On-Air Ad	Contact: Mike Thompson, GM/SM
St. Louis Broadcast Center	2360 Hampton Avenue St. Louis, MO 63139 (314) 647-8181
www.resultsradioonline.com	Radio Website
careerpage.com	National Alliance of State Broadcasters
allaccess.com	website
Metro Business College	Human Resources Dept. 1202 East Highway 72 Rolla, MO 65401
Missouri S&T	Human Resources Dept. 1870 Miner Circle Rolla, MO 65409
Columbia College	Human Resources Dept. 2303 N. Bishop Avenue Rolla, MO 65402

SUPPLEMENTAL OUTREACH INITIATIVES
October 1, 2012 – September 30, 2013
KTTR-KZNN-KDAA-KXMO
ROLLA, MISSOURI

1st Initiative:

Sponsored Missouri S&T Career Fair February 19, 2013 9am – 3pm held in the Gale Bullman Multi Purpose Gymnasium. On display, 180 vendors and 800 plus attendees. Our station introduced attendees to the Broadcast Industry as well as possible recruitment initiatives to future potential employees.

2nd Initiative:

Co-sponsored the Fort Leonard Wood Bi-Annual Job Fair November 9, 2012 12 pm – 3:30 pm, located in the Fort Leonard Wood National Guard Armory. Approximately 75 vendors and 500 plus attendees were in attendance throughout the fair. There was indepth discussion of our industry and employment opportunities to job seekers within our market.

Co-sponsored the Meramec Regional Job Fair, June 15, 2013, 1 pm – 4 pm, Knights of Columbus Hall. Approximately 50 vendors and 300 plus attendees. Discussion of our industry to job seekers within our market.

3rd Initiative:

The station attended the Fort Leonard Wood Mini Job Fair, October 23, 2012 11 am – 2 pm being held at the Fort Leonard Wood National Guard Armory. There were 20 vendors present and approximately 150 attendees. Broadcast industry and opportunities discussed.

We also attended Fort Leonard Wood Mini Job Fair, November 29, 2012, 11 am – 2 pm located in the Ft Leonard Wood National

Guard Armory. Twenty (20) vendors and 150 plus attendees present.

Attended two other Fort Leonard Wood Mini Job Fairs February 21 (previously scheduled for January 11, 2013) and August 22, 2013, both held 11 am – 2 pm at the Fort Leonard Wood National Guard Armory. At both fairs there were 30 vendors and 200 plus attendees, where our radio station discussed the broadcast industry and employment opportunities available.

4th Initiative:

Sponsored Missouri S&T Career Fair, Gale Bullman Multi-Purpose Gymnasium, September 24, 2013, 9 am – 3 pm. Over 200 vendors and 900 plus attendees where we discussed in depth our broadcast industry and various employment opportunities.

Although we continued with our supplemental outreach initiative to area colleges to post internship openings for introducing students to the Broadcast Industry, we had no intern recruitment during this EEO reporting period.

Activities to fulfill:

Planning to co-sponsor the Fort Leonard Wood Bi-Annual Job Fair scheduled for December 5, 2013, 11 am – 2 pm located at the Fort Leonard Wood National Guard Armory. Approximately 75 vendors and 500 attendees expected at this job fair. During this EEO event, our station will discuss our industry to job seekers within our market.

Attending the Fort Leonard Wood Mini Job Fair scheduled for January 15, 2014 11 am – 2 pm, to be held in the Fort Leonard Wood National Guard Armory. Expecting 100 vendors and 600 plus attendees.

Sponsoring Missouri S&T Career Fair to be held in the Gale Bullman Multi Purpose Gymnasium, February 18, 2014, 9 am – 3 pm. Attendance expectations are 175 vendors and over 800 attendees. Our station will introduce attendees to the Broadcast Industry as well as possible recruitment of future potential employees.