

The Following is the Annual EEO Report for Waynesville/Lebanon License Company LLC for the Period of September 29, 2012 through September 28, 2013. Stations within the Waynesville/Lebanon License Company LLC include:

STATION	FACILITY ID	STATION LOCATION
KBNN-AM	51093	Lebanon, Missouri
KJEL-FM	51094	Lebanon, Missouri
KJPW-AM	53877	Waynesville, Missouri
KIHK-AM	4260	Waynesville, Missouri
KFBD-FM	4259	Waynesville, Missouri
KOZQ-FM	53876	Waynesville, Missouri

The information Contained in this Annual EEO Report covers the time period from September 29, 2012 to and including September 28, 2013. Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

- A list of all full-time vacancies filled by the Stations during the Applicable Period.
- For each such vacancy, the recruitment sources utilized to fill the vacancy, including any such sources that have asked to receive information from our stations about any new job opening, which are separately identified.
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period.
- Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
- A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the Applicable Period.

The following sections provide the required information, and summarize the stations EEO efforts during the Applicable Period. The annual Report was placed in each stations public inspection file on September 29, 2013 and posted on the stations website, in accordance with the FCC's EEO Rules.

Full Time Jobs Filled  
Waynesville/Lebanon License Company LLC

Full time jobs filled from 09/29/2012 to 09/28/2013

<b>Full Time Positions</b>	<b>Full-Time Positions Filled by Job Title and Date Filled</b>	<b>Date Posted</b>	<b>Date Filled</b>	<b>Recruitment Source that Referred the Person Hired</b>	<b>Number Of Interviews</b>	<b>Number Hired</b>
1	Sales Representative	April 29, 2013	June 18, 2013	Referral from client	5	1
2	Sales Representative	July 5, 2013	August 5, 2013	Referral from employee	10	1

Total number of referrals for all Job Positions: 23

Section 2:		September 29, 2012 to September 28, 2013	
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Recruit Source Name	Address	Contact	Referrals
Broadcast Center <u>placement</u> <u>@broadcastcenterinfo.com</u>	2360 Hampton Ave St. Louis Missouri- 63139	Kara <b>P:</b> 314-647-8181 <b>F:</b> 1-314-647-8181 <b>E:</b> <u>placement@broadcastcenterinfo.com</u>	0
College of the Ozarks <u>career@cofo.edu</u>	PO Box 17 Point Lookout Missouri- 65726	Ron Martin <b>P:</b> 417-334-6411 <b>F:</b> 1-417-334-6411 <b>E:</b> <u>career@cofo.edu</u>	0
Columbia College <u>rajamerson@ccis.edu</u>	3900 Highway D Lake Ozark Missouri- 65049	Rayhan Jamerson <b>P:</b> 573-875-4563 <b>F:</b> 573-348-9129 <b>E:</b> <u>rajamerson@ccis.edu</u>	0
Drury University <u>career@drury.edu</u>	900 North Benton, FSC 114 Springfield Missouri- 65802	Career Center Director <b>P:</b> 417-873-7284 <b>F:</b> 1-417-873-7284 <b>E:</b> <u>career@drury.edu</u>	0
Evangel University <u>kirbys@evangel.edu</u>	1111 N Glenstone Springfield Missouri- 65802	Career Center Director <b>P:</b> 417-865-2815 Ext 7369 <b>F:</b> 1-417-865-2811 <b>E:</b> <u>kirbys@evangel.edu</u>	0
Kansas State University <u>ces@ksu.edu</u>	100 Holtz Hall Manhattan Kansas- 66506	James Wood <b>P:</b> 785-532-6506 <b>F:</b> 1-785-532-6506 <b>E:</b> <u>ces@ksu.edu</u>	0
Missouri Southern State College <u>careerservices@mssu.edu</u>	3950 E. Newman Rd Joplin Missouri- 64801	Nicole Brown <b>P:</b> 417-625-9343 <b>F:</b> 1-417-625-9343 <b>E:</b> <u>careerservices@mssu.edu</u>	0
Missouri Career Center Missouri Works <u>jkinnett@wfd.state.mo.us</u>	2639 S. Jefferson Street Lebanon Missouri- 65536	Janet Kinnett <b>P:</b> 417-532-6146 <b>F:</b> 1-417-532-6146 <b>E:</b> <u>jkinnett@wfd.state.mo.us</u>	3
Lebanon Area Chamber of Commerce <u>Darrell@lebanonmissouri.com</u>	186 N. Adams Lebanon Missouri 65536	Darrell Pollock <b>P:</b> 417-588-3256 <b>E:</b> <u>Darrell@lebanonmissouri.com</u>	1

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Recruitment Source Name	Address	Contact	Referrals
SMSU <b><u>jackhunter@missouristate.edu</u></b>	901 S. National Springfield Missouri- 65804	<b>Jack Hunter</b> <b>P:417-836-5636</b> <b>F:1-417-836-6861</b> <b>E:jackhunter@missouristate.edu</b>	0
OTC College <b><u>christyk@otc.edu</u></b>	533 W. Bland Lebanon Missouri- 65536	Kathy Christy <b>P:417-447-6964</b> <b>E:christyk@otc.edu</b>	0
University Missouri at Rolla <b><u>kapeller@mst.edu</u></b>	1870 Miner Circle Rolla Missouri- 65401	Colleen Kapeller <b>P:573-341-4951</b> <b>E:kapeller@mst.edu</b>	0
Waynesville St. Robert Chamber of Commerce <b><u>wschamber@earthlink.net</u></b>	137 St. Robert Blvd St. Robert Missouri- 65584	Executive Director <b>P:573-336-5121</b> <b>F:1-573-336-5472</b> <b>E:wschamber@earthlink.net</b>	0
Laclede Vocational and Technical School <b><u>kdavis@lebanonk12.mo.us</u></b>	757 Brice Street Lebanon, Missouri 65536	Director Keith Davis P:417-532-3909 <b><u>kdavis@lebanonk12.mo.us</u></b>	0
Southwest Baptist University <b><u>mburnett@sbuniv.edu</u></b>	1600 University Plaza Bolivar Missouri 65613	Placement office Melinda Burnett P:417-326-65613 <b><u>mburnett@sbuniv.edu</u></b>	0
All Access Web Site <b><u>www.allaccess.com</u></b>		<b><u>www.allaccess.com/forum/viewforum.php?f=10</u></b>	0
Goodradio.TV <b><u>www.goodradio.tv</u></b>		Goodradio.TV Goodradio.tv then select employment	0

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Recruitment Source Name	Address	Contact	Referrals
Career Page Website <b><u>www.careerpage.org</u></b>	Missouri Broadcasters 1025 Northeast Drive Jefferson City Missouri 65109	Missouri Broadcasters P:573-636-6692 F:573-634-8258 <b><u>mba@mbaweb.org</u></b>	0
Waynesville-Lebanon License Company <b><u>www.myozarksonline.com</u></b>		<b><u>www.myozarksonline.com</u></b> select employment	0
Community Member Referral	Waynesville Lebanon License Company PO Box 1112 Lebanon Missouri 65536	General Manager Mike Edwards P:417-532-9111 F:417-532-7428 <b><u>medwards@regionalradio.com</u></b>	5
NAACP* <b><u>Carl.grandberry@yahoo.com</u></b>	104 Opal St. St. Robert, Mo. 65584	Carl Grandberry P:573-336-1272 Added back to list 4/17/2012	0
Radio Ad on Air	Waynesville Lebanon License Company PO Box 1112 Lebanon Mo 65536	General Manager Mike Edwards P:417-532-9111 F:417-532-7428 <b><u>medwards@regionalradio.com</u></b>	13

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Employee Referral	Waynesville Lebanon License Company PO Box 1112 Lebanon Missouri 65536	General Manager Mike Edwards P:417-532-9111 F:417-532-7428	1
Army Community Service*	486 Replacemnt Ave., Blding 486, 843 Iowa Ave, Blding 843, Ft. Leonard Wood MO 65473	Daniel Danzo Employment Counselor 573-596-0212/2603	0
Walk-ins	Waynesville Lebanon License Company PO Box 1112 Lebanon Missouri 65536	General Manager Mike Edwards P:417-532-9111 F:417-532-7428	0

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken for the Applicable Period of September 29, 2012 to, and including September 28, 2013 for Waynesville / Lebanon License Company LLC and including Employment Unit stations: KJEL-FM, KBNN-AM, KFBD-FM, KLIK-AM, KOZQ-FM and KJPW-AM.

Date	Listing of Activity	Number Of station Participants	Name of Employees	Hiring Authority ?
10/01/2012 to 09/28/2013	Daily announcements broadcast on KJEL-KBNN-KFBD-KJPW-KOZQ-KLIK to advise those wishing to be added to our recruitment source list to contact General Manager, Mike Edwards.	1	Mike Edwards	Yes
02/04/2013	Participate in the Fort Leonard Wood Army Community Services Employment Spouses Job Fair. Operations Manager Gary Knehans handed out materials on GoodRadio, Waynesville Lebanon LLC and took applications for future job openings in Sales and On Air.	1	Gary Knehans	Yes
06/10/2013	In cooperation with the Lake of the Ozarks Employment Services, a program operator of WIA Youth, Adult and dislocated programs, our stations participated in a paid internship for an area high school age student for a period of 160 hours. The student was taught news writing, on air delivery and computer skills for the workplace. The program was cut short due to funding issues and the student worked part-time for approximately 6 weeks	3	Gary Knehans  Warren Goforth  Mike Edwards	Yes  No  Yes
8/08/2013	Co-Sponsor the Waynesville St. Robert Chamber of Commerce Operation Workforce Job Fair. Our stations promoted broadcasting opportunities and provided applications to those who attend for future job openings at our stations.	1	Gary Knehans	Yes

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Date	Listing of activity	Number of Station Participants	Names of Station Employees	Hiring Authority ?
08/29/2013	Participated in a job fair sponsored by U.S. Congresswoman Vicky Hartzler and Ozark Technical Community College. As part of that event, a meeting was held with the Congresswoman to discuss hiring opportunities and quality of applicant qualifications	1	Mike Edwards	Yes
09/11/2013	Participated in a joint meeting of the Missouri Broadcasters Board of Directors and the University of Missouri Radio Television Journalism Faculty Chairman at Columbia, MO. The meeting was hosted by the Reynolds Journalism Institute and was an opportunity to explore opportunities to work together to produce better students based on current industry trends. Missouri Broadcasters were recognized for the number of students employed in their stations after graduation. Those attending from the University of Missouri included: Kent Collins, Chairman of the Radio and Television Journalism Faculty, Randy Picht, Executive Director of the Reynolds Journalism Institute, Mike Dunn, General Manager of University owned KBIA Radio, General Manager Marty Sidell of KMOU the University owned Television station and Dean Mills, Dean of the Missouri School of Journalism.	1	Mike Edwards	Yes
9/14/2013	Chamber of Commerce Business Expo - Participate in a community event to educate the general public about career opportunities within our radio stations. Our staff was on hand to broadcast live answer questions about career opportunities and take applications for future openings with our company.	2	Mike Edwards Kim Shumate	Yes  Yes