

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, 2021 to September 30, 2022, KAMS/KALM/KHOM/KBMV did not hire any full-time employees.

.

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

Southwest Baptist University

162 East First Street

Mtn. View, MO 65548

417-934-2999

Broadcast Center

2360 Hampton

St. Louis, MO 63139

314-647-8181 ph./314-647-1575 fax

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

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, 2021 to September 30, 2022, 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.

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 eckman@centurytel.net.