

EEO Public File Report

Employment Unit Covered:

WXOS (FM) FORMERLY WMVN-FM, WIL-FM, & WARH (FM)

Reporting Period

September 23, 2008 - September 23, 2009

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Job Title of FT Vacancy</u>	<u>Date Filled</u>	<u>Hire Source</u>	<u>Recruitment Source</u>
Account Manager	10/01/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Account Manager	10/09/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Account Manager	10/08/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Producer	11/20/2008	Classified Ad/Publications	See Recruitment Source List for entries on or before 08/29/2008
Sports Producer	11/19/2008	Market Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Reporter	12/11/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Reporter	11/05/2009	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Reporter	12/08/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
WXOS Board Operator	11/17/2008	Internet	See Recruitment Source List for entries on or before 08/29/2008
WXOS Board Operator	11/22/2008	toastedrav.com	See Recruitment Source List for entries on or before 08/29/2008
Sports Talk Show Host	12/30/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Talk Show Host	11/20/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Talk Show Host	12/27/2008	toastedrav.com	See Recruitment Source List for entries on or before 08/29/2008
Sports Talk Show Host	12/22/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Talk Show Host	12/19/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Talk Show Host	12/30/2008	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
Sports Talk Show Host	01/07/2009	Employee Referral	See Recruitment Source List for entries on or before 08/29/2008
WXOS Sports Account Mngr	12/01/2008	Employee Referral	See Recruitment Source List for entries on or before 11/12/2008

WXOS Sports Account Mngr	03/24/2009	Employee Referral	See Recruitment Source List for entries on or before 11/12/2008
WARH Program Director	12/18/2008	Employee Referral	See Recruitment Source List for entries on or before 11/18/2008
WXOS RAMS EXEC. PRODUCER	02/18/2009	Walk-In/Self Referred	See Recruitment Source List for entries on or before 02/17/2009
WXOS Sports Talk Show Host	03/30/2009	Employee Referral	See Recruitment Source List for entries on or before 03/18/2009
WXOS Producer	03/30/2009	Employee Referral	See Recruitment Source List for entries on or before 03/18/2009
WXOS ACCOUNT MANAGER	04/07/2009	Employee Referral	See Recruitment Source List for entries on or before 04/08/2009
WXOS ACCOUNT MANAGER	05/17/2009	Employee Referral	See Recruitment Source List for entries on or before 04/08/2009
WXOS ACCOUNT MANAGER	07/23/2009	Internet	See Recruitment Source List for entries on or before 04/08/2009
WXOS WIL WARH Sales Asst	05/29/2009	Employee Referral	See Recruitment Source List for entries on or before 05/20/2009
WXOS Web Developer	08/25/2009	Internet	See Recruitment Source List for entries on or before 06/08/2009
WXOS Account Manager - REPOST	08/04/2009	Walk-In/Self Referred	See Recruitment Source List for entries on or before 07/24/2009
WXOS Account Manager - REPOST	08/08/2009	Walk-In/Self Referred	See Recruitment Source List for entries on or before 07/24/2009
WXOS Update Anchor	08/03/2009	Classified Ad/Publications	See Recruitment Source List for entries on or before 07/24/2009

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
Employee Referral	20
Classified Ad/Publications	2
Market Referral	1
Internet	5
toastedrav.com	3
Walk-In/Self Referred	3
Total Applicants	34

Performance Initiatives Undertaken

The Unit continues to provide an internship program intended to assist 10-12 students seeking to learn the skills needed for employment in radio broadcasting. The internship is available to students registered full-time at a university, college, community college or vocational-technical institute who are eligible to receive academic credits for their participation in broadcast internships. Interns are involved in a structured learning environment that includes 15-20 hours of training per week. Participating universities include but are not limited to: University of Missouri St. Louis (UMSL), McKendree College, Meramec Community College, Lewis and Clark Community College, Broadcast Center,

St. Louis Community College at Forest Park, Ball State University, Mizzou, St. Louis University and Southeast Missouri State University and Lindenwood University.

The Unit's management and personnel participated in several speaking engagements throughout the community sharing their knowledge about the radio industry and the skills/abilities needed for a career in radio.

The Unit's Human Resource Director attended career fairs at St. Charles Community College, Harris Stowe State College and St. Louis Community College at Forest Park, engaging and educating participants in all aspects of employment opportunities in the radio broadcasting industry.

Recruitment Source List

The following sources have requested notification of job openings.

Start/End Dates :	Recruitment Source:
START: 03/10/2003	AFTRA Contact: Louise Sommers Address: 1310 Papin Street, Ste 103, St. Louis, MO 63103 Phone: 314-241-2711
START: 09/23/2003	Broadcast Center Contact: John Carroll Address: 2360 Hampton, St. Louis, MO 63139 Phone: (314) 647-8181
	BONK (internal intranet)

START: 12/15/2004	Contact: Amanda Koeppe Address: 11647 Olive Blvd., St. Louis, MO 63141 Phone: 314-983-6208
START: 09/22/2003	Bonneville International Corp Contact: Scarlett Pate Address: 55 North 300 West, Salt Lake City, UT 84180 Phone: 801-575-5779
START: 09/22/2003	Christian Service Center Contact: C. David Rutherford Address: 1000 North 19th, St. Louis, MO 63106 Phone: 314-231-1515
START: 09/22/2003	Career Alternatives Contact: Nancy Cash Address: 5819 South Lindbergh, St. Louis, MO 63118 Phone: 314-209-1777
START: 03/10/2004	Creatives On Call Contact: Kathy McGuire Address: 200 South Hanley, Suite 1101, St. Louis, MO 63105 Phone: 314-863-7223
START: 08/16/2006	Columbia College Contact: Don Malson - Career Center Address: 1001 Rogers Street, Columbia, MO 65216 Phone: 573-875-7421
START: 03/10/2003	Employment & Training Contact: Cindy Paydon/John Cancer Address: 11333 Big Bend, Kirkwood, MO 63122 Phone: (314) 539-5485
START: 03/10/2003	Fontbonne College Contact: Carol Dillon Address: 6800 Wydown, St. Louis, MO 63105 Phone: (314) 889-1400
START: 03/10/2003	Family Resource Center Contact: Bonnie Walker Address: 3309 South Kingshighway, St. Louis, MO 63139 Phone: (314) 534-9350
START: 01/22/2007	Gateway Homeless Services, Inc Contact: C. David Rutherford Address: 1000 North 19th Street, St. Louis, MO 63106 Phone: 314-231-1515
START: 09/22/2003	Harris Stowe State College Contact: Wanda McNeil Address: 3026 Laclede, St. Louis, MO 63103 Phone: 314-340-3366
START: 03/10/2003	Hickey Business School Contact: Virginia Atwell Address: 940 West Port Plaza, St. Louis, MO 63146 Phone: (314) 432-2212
START: 03/10/2003	Human Development Corporation Contact: Teddy Foster Address: 929 North Spring, St. Louis, MO 63108 Phone: (314) 613-2200

START: 12/01/2005 END: 09/24/2008	iChannel website Contact: Amanda Koeppe Address: 11647 Olive Blvd., St. Louis, MO 63141 Phone: 314-983-6208
START: 03/10/2003	Jobs Partnership Contact: Cindy Paydon Address: 26 North Oaks Place, St. Louis, MO 63121 Phone: (314) 381-6700
START: 03/10/2003	Lindenwood University Contact: Dana Wehrli Address: 209 South Kingshighway Dr., St. Louis, MO 63301 Phone: (636) 949-2000
START: 03/10/2003	Lifeskills Foundation Coalitio Contact: Veronica Dunning Address: 10176 Corporate Sq Dr, Ste 100, St. Louis, MO 63132 Phone: (314) 567-7705
START: 07/25/2005	LDS Employment Resource Servic Contact: Charles Morgan Address: 12843 Pennridge Drive, Bridgeton, MO 63044 Phone: 314-344-0048
START: 09/22/2003	Maryville University Contact: Lisa Frank Address: 505 South Cool Springs Road, St. Louis, MO 63366 Phone: 636-978-4277
START: 03/10/2003	Missouri Technical School Ctr Contact: Steve Willis Address: 1167 Corporate Lake Drive, Creve Coeur, MO 63132 Phone: (314) 569-3600
START: 08/31/2005	Missouri Career Center Contact: Deborah Estes Address: 26 North Oaks Plaza, St. Louis, MO 63121 Phone: 314-679-3353
START: 03/10/2003	Missouri Baptist University Contact: Nicole Thomas Address: One College Park Drive, St. Louis, MO 63141 Phone: 314-744-5315
START: 03/10/2003	Near Southside Employment Contact: William McRoberts Address: 2649 Pestalozzi, St. Louis, MO 63118 Phone: (314) 865-4453
START: 03/10/2003	Patricia Stevens College Contact: Andy Holliman Address: 330 North 3rd Street, St. Louis, MO 63033 Phone: (314) 421-0949
START: 03/10/2004	Paramount Staffing Contact: Sue Hites Address: P.O. Box 4001, Chesterfield, MO 63006 Phone: 314-576-7700
START: 09/22/2003	Country Legends (Real Oldies) Contact: Amanda Koeppe Address: 11647 Olive Blvd., St. Louis, MO 63141 Phone: 314-983-6208

END: 09/24/2008	
START: 03/10/2003	Sanford Brown Business College Contact: Cari Schulte and/or Amy Address: 75 Village Square, Hazelwood, MO 63042 Phone: (314) 731-5200
START: 08/08/2006	Southern Ill U at Edwardsville Contact: Susan Seibert Address: 3126 Founders Hall Capus Box 1, Edwardsville, IL 62026-1620 Phone: 618-650-3708
START: 08/17/2005	Sims Executive Search LLC Contact: Randy Sims Address: PO Box 1252, O'Fallon, MO 63366-1252 Phone: 636-561-1516
START: 03/10/2003	Southern Illinois University C Contact: Beverly Robbins Address: MC 4703, Carbondale, IL 62901 Phone: 618-453-1924
START: 03/10/2003	Southeast Missouri State Unive Contact: Nolan Brunsworth Address: 16020 Swingley Ridge Road Suit, Chesterfield, MO 63017 Phone: 636-449-5068
START: 03/10/2003	St.Louis Community College-Mer Contact: Terence Small Address: 11333 Big Bend Blvd. AD 249, Kirkwood, MO 63122 Phone: 314-984-7578
START: 03/10/2004	Talent Plus Contact: Sharon Tucci Address: 1222 Lucas Street, Ste 300, St. Louis, MO 63103 Phone: 314-421-9400
START: 07/25/2005	The Art Institute Contact: Molly Maus Address: 7650 Mission Valley Road, San Diego, CA 92108-4423 Phone: 1-858-598-1414
START: 03/10/2003	United Cerebral Palsy Assoc. Contact: Kristi Weaver Address: 7228 Weil AVenue, St. Louis, MO 63119 Phone: 314-644-2330
START: 03/10/2003	University of Missouri St. Lou Contact: Emily Rapko McEneny Address: One University Blvd. 278 Mille, St. Louis, MO 63121 Phone: (314) 516-5000
START: 03/10/2003	Urban League Contact: Mr. Kim Love Address: 3701 Grandel Square, St. Louis, MO 63108 Phone: (314) 615-3600
START: 08/17/2005	University of Phoenix St. Loui Contact: Nicole Gramlich Address: 13801 Riverport Drive, St. Louis, MO 63043 Phone: 314-291-0454
	Vatterott College

START: 07/06/2004	Contact: Michael Greathouse Address: 12970 Maurer Industrial Drive , St. Louis, MO 63127 Phone: (314) 843-4200
START: 09/22/2003	Washington University Contact: Career Services Address: Campus Box 1091 - 1 Brookings , St. Louis, MO 63130 Phone: 314-935-5930
START: 03/10/2003	Webster Univeristy Contact: Career Center Address: 470 East Lockwood Avenue, Webster Groves, MO 63119 Phone: (314) 968-6900
START: 03/10/2003	Women in Charge Contact: Joanne Moses Address: 1340 Partridge Avenue, St. Louis, MO 63130 Phone: (314) 727-5515
START: 09/22/2003	WIL92 Web Site (wil92.com) Contact: Amanda Koeppe Address: 11647 Olive Blvd., St. Louis, MO 63141 Phone: 314-983-6208
START: 06/28/2005	WARH Web Site (warh.com) Contact: Amanda Koeppe Address: 11647 Olive Blvd., St. Louis, MO 63141 Phone: 314-983-6208
START: 10/20/2006	WXOS Web Site (toastedrav.com) Contact: Amanda Koeppe Address: 11647 Olive Blvd., St. Louis, MO 63141 Phone: 314-983-6208