

The Following is the Annual EEO Report for Waynesville/Lebanon License Company LLC for the period of September 25, 2008 through September 28, 2009. 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
KIIK-FM	53876	Waynesville, Missouri
KFBD-FM	4259	Waynesville, Missouri
KOZQ-AM	4260	Waynesville, Missouri

Full Time Jobs Filled
Waynesville-Lebanon License Company LLC

Full time jobs filled from 9/25/2008 to 09/28/2009

“Please see the attached source list, identifying the sources that received notification of every open position. Those sources with contact information are listed as Not Entitled to Notification and Entitled to Notification Sources with this report”.

Job Title	Date Filled	Recruitment Source
Account Executive	12/18/2008	On Air Radio Ad
Account Executive	2/2/2009	Employee Referral
Operations Manager	2/2/2009	Employee Referral
Account Executive	2/25/2009	On Air Radio Ad
Account Executive	3/17/2009	On Air Radio Ad
Account Executive	7/27/2009	Employee Referral
Account Executive	9/14/2009	Employee Referral

Total Referrals
Waynesville-Lebanon License Company LLC

Total Number of Persons Interviewed for Full-Time Vacancies

Yearly period beginning 9/25/2008 ending 9/28/2009

Contact information for these sources are listed with the Not Entitled to Notification and Entitled to Notification source listings that are part of this report. Waynesville-Lebanon License Company established this list of sources through the Missouri Broadcasters Association and our own sources. An email is sent to all Entitled and Not Entitled to Notification Sources when a job opening occurs.

Recruitment Source	Total Referred
All Access Website	8
On Air Radio Ad	4
Employee Referral	4
GoodRadio Website	1
Missouri Career Services	9
Broadcast Center	2
Walk-in	1
Northwest Missouri State	1
Eastern Kentucky University	1
Total	<hr/> 31

These Sources Not Entitled to Notification

All Access Web Site	Job Market Listings	allaccess.com
Alice Lloyd College,College Hill, Newton-07076,New Jersey, 973-300-2118	Janet Johnson	careerservices@alc.edu
American Indian Center,309 North Jefferson , Springfield -65806,Missouri, 417-866-3439	Judy Solomom	aicjudy@kc.rr.com
American Indian Council,317 North 11th Street, St. Louis-63101,Missouri, 314-589-6653	Dawn Jordan	jord636@aol.com
Asbury College,One Macklem Drive, Wilmore-40390,Kentucky, 859-858-3511	Sally Foster	careerservices@asbury.edu
Asian American Journalists Association,1182 Market Street, Suite 32D, San Fransico-94102,California, 415-346-2051	Benfred Clement Smith	info@unityjournalists.org
Aurora University,347 South Gladstone Ave. , Aurora-60506,Illinois, 630-892-6431	Te Reid	career@aurora.edu
Bartlesville Wesleyan College,2201 Silver Lake Road, Bartlesville-74006,Oklahoma, 918-335-6209	Ruthann Colaw	racolaw@okwu.edu
Bethany College,421 North 1st Street, Lindsborg-67456,Kansas, 785-227-3311	June Cloeman-Hull	career_services@bethanylb.edu
Blackburn College,700 College Ave. , Carlinville-62626,Illinois, 217-854-3231	Jerry O Hare	johare@blackburn.edu
Cameron University,2800 West Gore Blvd. , Lawton-73505,Oklahoma, 580-581-2209	Jennifer Holland	jenniferh@cameron.edu

East Central University,1100 East 14th Street, Ada-74820,Oklahoma, 580-310-5252	Dale Hayden	dhayden@mailclerk.ecok.edu
Eastern Kentucky University,SSB Room 465, Cpo 62, Richmond-40475,Kentucky, 859-622-1568	Laura Melius	career@eku.edu
Grace Hill Neighborhood Services,2600 Hadley, St. Louis-63130,Missouri, 314-539-9833	Beverly Joans	beverlyj@gracehill.org
Grupo Latino Americano,318 Park Central East, Springfield-65806,Missouri, 417-868-0608	Yolanda Lorge	grupolatino417@hotmail.com
Hendrix College,1600 Washington Ave, Conway-72032,Arkansas, 501-450-1416	Eva Windsor	windsor@hendrix.edu
Kentucky Wesleyan College,3000 Frederica St. , Owensboro-42302,Kentucky, 270-852-3330	Beverly McEnroe	bmcenroe@kwc.edu
Langston University,PO Box 1255, Langston-73050,Oklahoma, 405-466-3462	Jim Wallace	jawallace@lunet.edu
Lincoln University, 816 Chestnut Street; Room 304, Jefferson City-65102,Missouri, 573-681-5167	Ronald Nelson	rn@l.com
Lindsey Wilson College,210 Lidsey Wilson Street, Columbia -42728,Kentucky, 270-384-8065	Amy Wells	careerservices@lindsey.edu
Murray State University,1405 North 12th Street, Murray-42071,Kentucky, 270-762-3375	Beverly Barnes	cdc@murraystate.edu
National Black MBA Association,180 North Michigan Ave. , Chicago-60601,Illinois, 312-580-8070	Adella Green	adella.green@mbmbaa.org

Northeastern State University,705 North Grand, Tahlequah-74464,Oklahoma, 918-456-5511	Gayle Anderson	placement@msuok.edu
Northern Oklahoma College,100 South University Avenue, Enid-73701,Oklahoma, 580-548-2327	Boomer Appleman	bapplma@north-ok.edu
Northwestern State University,709 Oklahoma Blvd. , Alva-73717,Oklahoma, 580-327-8435	Jennifer Goucher	jgoucher@nwosu.edu
Nothern Kentucky University,UC 230, Nunn Drive, Highland Height-41099,Kentucky, 859-572-5680	Karen Chinetti	cdc@nku.edu
Oklahoma State University Main Campus,360 Student Union, Stillwater-74078,Oklahoma, 405-744-3473	Barry Fuxa	careers@okstate.edu
Oklahoma State University Oklahoma City,900 North Portland, Oklahoma City-73107,Oklahoma, 405-945-8680	Gil Smith	sgilber@osuokc.edu
Southwestern College, 100 College Street , Winfield-67156,Kansas, 620-229-6370	Sarah Thuma	career@skans.edu
Southwestern Oklahoma State University,100 Camus Drive, Weatherford-73096,Oklahoma, 580-774-3233	Kim Liebscher	misakt@swosu.edu
The Urban League,3701 Grandel Square, St. Louis-63156,Missouri, 314-615-3624	Sidney Tyler	styler@urbanleague.stl.org
Tri-County Urban League,317 South McArthur, Peoria-61605,Illinois, 309-672-4363	Annie Gordon	agordon@tcpul.com
University of Central Oklahoma,100 North University Deive, Edmond-73034,Oklahoma, 405-974-3346	Shannon Wilguess	careers@ucok.edu
University of Kentucky,408 Rose Street, Lexington- Kentucky40506 859-257-2746	Joey Weldon	joake0@top.uky.edu

University of Oklahoma Norman,900 Asp Ave. , Norman-73019,Oklahoma, 405-325-1974	Betty Scott	bscott@ou.edu
University of the Ozarks,415 Collge Ave. , Clarksville-72830,Arkansas, 479-754-3839	Kimberly Spicer	kaspicer@ozarks.edu
University of Tulsa,600 South College, Tulsa-74104,Oklahoma, 918-631-2896	Mike Mills	sherri-alexander@utulsa.edu
Washburn University of Topeka,1700 Southwest College Ave. , Topeka-66621,Kansas, 785-231-1010	Jim Gourley	jim.gourley@washburn.edu
Western Kentucky University,One Big Red Way, Bowling Green -42101,Kentucky, 270-745-3095	Dan Onitsuka	dan.onitsuka@wku.edu
Westminster College,501 Westminster Ave. , Fulton-65251,Missouri, 573-592-5381	Ginnie Hall	HallG@jaynet.wcmo.edu
Wichita State University,1845 Fairmont, Wichita-67260,Kansas, 316-978-3435	Jill Pletcher	jill.pletcher@wichita.edu

These Sources Entitled to Notification

Baptist Bible College 628 E. Kearney Springfield, MO 65803 417-268-6042	Angel Wentte	wente@bbcnet.edu
Broadcast Center 2360 Hampton Ave St. Louis, MO 63139 314-647-8181	John Carroll	placement@broadcastcenterinfo.com
Central Methodist University 411 Central Methodist Square Fayette, MO 65248 660-248-6223	Robyn Cobb	rcobb@cmc.edu
Central Missouri State Elliot University Union 302 Warrensburg, MO 64093 660-543-4379	Ron Eblin	reblen@cmsu1.cmsu.edu
College of the Ozarks PO Box 17 Point Lookout, Mo 65726 417-334-6411	Ron Martin	career@cofo.edu
Columbia College 3900 Highway D Lake Ozark, MO 65049 573-348-9129	Gary Carrender	gcarrender@ob1ccis.edu
Culver Stockton College One Hill Canton, MO 63435 217-231-6486	Christy Mennenga	cmennenga@culver.edu
Drury University 900 N. Benton FSC 114 Springfield, MO 65802 417-873-7284	Emily Buckmaster	ebuckmaster@drury.edu
Missouri Broadcasters PO Box 10445 Jefferson City, MO 573-636-6692	Don Hicks	dhicks@mbaweb.org

Evangel College 1111 N. Glenstone Springfield, MO 65802 417-865-2811	Thelma Weatherly	weatherlyt@evangel.edu
Fontbonne College 6800 Wydown Blvd St. Louis, MO 63103	Wanda McNeil	mheching@fontbonne.edu
Good Radio. TV 8712 W. Dodge Rd Suite 220 Omaha, NE 68114 402-614-8220	George Pelletier	gpelletier@goodradio.tv
Hannibal LaGrange College 2800 Palmyra Road Hannibal, MO 63401 573-221-3675	Karry Richardson	krichard@hlg.edu
Kansas State University 100 Holtz Hall Manhattan, KS 66506 785-532-6506	James Wood	jobs@ksu.edu
Laclede Vocational and Technical School 757 Brice Street Lebanon, MO 65536 417-532-5494	Keith Davis	kdavis@lebanonk12.mo.us
Lakes County Resource Center PO Box 1537 Camdenton, MO 65020 573-346-2487	Patrick Miller	pmiller@lakescountry.com
Lebanon Area Chamber of Commerce 186 N. Adams Lebanon, MO 65536 417-588-3256	Debbie Wikowsky	Debbie@lebanonmissouri.com
Missouri Southern State College 3950 E. Newman Rd. Joplin, Mo 64801 417-625-9343	Barbara Poppe	careerservices@mail.mssc.edu
Missouri Career Center 2639 S. Jefferson St. Lebanon, Mo 417-532-6146	Janet Kinnett	jkinnett@wfd.state.mo.us

<p>OTC College 533 W. Bland Lebanon, MO 65536 417-532-5806</p>	<p>Kathy Crawford</p>	<p>Crawford@otc.edu</p>
<p>Missouri State University 901 S. National Springfield, MO 65804 417-836-6861</p>	<p>Margie Wieland</p>	<p>Maw646t@msu.edu</p>
<p>Southwest Baptist University 1600 University Plaza Bolivar, MO 65613 417-326-5281</p>	<p>Melinda Burnett</p>	<p>mburnett@sbuniv.edu</p>
<p>Waynesville St Robert Chamber of Commerce 137 St Robert Blvd St. Robert, MO 65584 573-336-5121</p>	<p>Executive Director</p>	<p>chamber@wsrchamber.com</p>
<p>Westminister College 501 Westminister Ave Fulton, MO 65251 573-642-5138</p>	<p>Virginia Hall</p>	<p>hallg@janet.wcmo.edu</p>
<p>William Jewel College 500 College Hill WJC Box 1058 Liberty, MO 64068</p>	<p>Judy Rychlewski</p>	<p>rychlewski@william.jewell.edu</p>

Outreach Initiatives

Waynesville / Lebanon License Company LLC

Covering the period of 9/25/2008 to 9/28/2009

Date	Listing of Activity Type	Number of Station Participants	Name of Employee	Hiring Authority	Points
11/08/2009	<i>Sponsorship of Events in the Community to increase public awareness</i>	4	Mike Edwards David Howlett Kim Shumate Cathy Roberts	Yes Yes Yes No	0.5
	<i>Description: 2008 Women's Expo Over 5000 people attending the event</i>				
01/02/2009	<i>Participating in Scholarship Programs</i>	1	Mike Edwards	Yes	1
	<i>Description: Missouri Broadcasters Association Scholarship Program</i>				
01/02/2009	<i>Establishment of Intern Program to assist members of the Community</i>	1	Mike Edwards	Yes	1
	<i>Description: Missouri Broadcasters Association Internship Program</i>				
02/06/2009	<i>Participate in events or programs sponsored by Education Institutions</i>	2	Mike Edwards Sue Jones	Yes No	0.25
	<i>Description: Joined with Hartville Jr. High School in the Job Shadowing Program</i>				
06/29/2009	<i>Establishment of Intern Program to assist members of the Community</i>	3	Mike Edwards Gary Knehans Warren Goforth	Yes Yes No	1
	<i>Description: In conjunction with the Lake of the Ozarks Employment Service, establish a paid minority summer youth program in the news department.</i>				
08/13/2009	<i>Job Fair Participation</i>	2	Gary Knehans David Howlett	Yes Yes	0.25
	<i>Description: In conjunction with the Waynesville, Lebanon and Rolla offices of the Missouri Employment Services we manned a booth, took applications and answered questions regarding Radio Broadcasting. We also broadcast from the event for 3 hours.</i>				
			TOTAL	POINTS	4