

VIPERCOMMUNICATIONS, INC.

EEO PUBLIC FILE REPORT October 1, 2003 – October 1, 2004

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

1. Job Title: Sales person	Date Filled: 3/22/2004
2. Job Title: Announcer	Date Filled: 6/02/2004
3. Job Title:	Date Filled:
4. Job Title:	Date Filled:

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Sales Person **Date Filled:** 3/22/2004

Source	Contact Person	Address	Tel #	Referred Person Hired?
Newspaper	N/A	Lake Sun Leader, Osage Beach	N/A	Yes

2. Job Title: Announcer **Date Filled:**

Source	Contact Person	Address	Tel #	Referred Person Hired?
Reference	N/A	N/A	N/A	YES

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number): 2

D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
Newspaper	N/A	Lake Sun Leader, Osage Beach	N/A	1

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

VIPER COMMUNICATIONS, INC.

EEO PUBLIC FILE REPORT March 10, 2003 - October 1, 2004

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

1. Job Title:	Sales person	Date Filled:	3/26/2003
2. Job Title:	News Director	Date Filled:	5/21/2003
3. Job Title:		Date Filled:	
4. Job Title:		Date Filled:	

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title:	Sales Person			Date Filled:	
Source	Contact Person	Address	Tel #	Referred Person Hired?	
Personal Reference	Manager	KRMS Radio, Osage Beach, MO	N/A	YES	
2. Job Title:	News Director			Date Filled:	
Source	Contact Person	Address	Tel #	Referred Person Hired?	
KRMS	N/A	KRMS WEB SITE JOB NOTICE	N/A	YES	

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):

2

D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
None	N/A	N/A	N/A	0
KRMS	N/A	KRMS WEB SITE JOB NOTICE	N/A	1

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

VIPER COMMUNICATIONS, INC.
EEO Public File Report

October 1, 2004

Viper Communications, Inc. has set up a comprehensive outreach and recruitment program designed to widely disseminate information regarding full-time job opportunities at its stations.

As an important part of this program, every six months, KRMS-AM and KRMS-FM will broadcast a Press Release inviting community groups, minority organizations and interested civic organizations to notify station management if their group would like to be notified regarding each new, full-time job opening. Viper Communications, Inc. also mails this press release to a variety of local groups as part of the licensee's recruitment efforts. To date, no local groups have expressed any interest in receiving information regarding any job openings. The licensee plans to continue its advertising efforts with the hope that local groups might soon be interested in receiving such information.

The following local and national groups have received the press release notification from Viper Communications, Inc.:

Women's Support and Community Services
2165 Hampton Avenue
St. Louis, MO 63139

American Indian Council Employment and Training
1017 Olive Street – Suite M-13
St. Louis, MO 63101

International Women's Media Foundation
1726 M Street NW - Suite 1002
Washington DC 20036

Indigenous Broadcast Center
810 East Ninth Avenue
Anchorage, AK 99501-3826

National Association of Hispanic Journalists
1000 National Press Building
Washington, DC 20045-2001

National Black Media Coalition
1738 Elton Road, Suite 314
Silver Spring, MD 20903

The Association for Women in Communications
780 Ritchie Highway, Suite 28-S
Severna Park, MD 21146

American Women in Radio and Television
8405 Greensboro Drive, Suite 800
McLean, VA 22102

National Association of Black College Broadcasters
PO Box 3191
Atlanta, GA 30302

During the period from October 1, 2003 through October 1, 2004, WIGM, Inc. hired two fulltime employees. Neither of these employees was considered an upper-level opening. As a result, the only recruiting was through advertisements in the Lake Sun Leader newspaper, Osage Beach, Missouri.

Viper Communications, Inc. has selected the following menu options:

Hold at least two job fairs.

The first job fair will be held on November 11, 2004. The second job fair will be held on February 10, 2005. Both job fairs will take place at the Stonecrest Mall, 3797 Highway 54, Osage Beach, Missouri.

List every upper-level opening in a job bank or newsletter of a media trade group whose membership includes substantial participation of women and minorities.

This is an on-going effort which will be made for every upper-level job opening.

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

These training efforts will be conducted during the fall of 2004 and the winter of 2005.