

# EEO PUBLIC FILE REPORT

## Viper Communications, Inc.

### A. Employment Unit Covered:

KRMS-AM / KRMS-FM  
KFBD-FM and KOZQ-AM

### B. Reporting Period:

October 1, 2004 to October 1, 2005

### C. Full-Time Vacancies Filled During Reporting Period:

Job Title	Date Filled	
Account Executive Position One	12/31/2004	
Account Executive Position Two	5/1/2005	
Account Executive Position Three	5/2/2005	
Account Executive Position Four	9/5/2005	
Account Executive Position Five	9/13/2005	
News Person One	1/1/2005	
News Person Two	9/15/2005	

### D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

Job Title	Date Filled	Hire Source	Recruitment Source
Account Executive Position One	12/31/2004	Walk-in	Broadcast Center Placement Department 2360 Hampton Ave. St. Louis, MO 63139 314-647-8181 Contact: John Carroll



**E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 16**

**F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources:**

<b>Recruitment Source</b>	<b>Number of Interviewees Referred</b>
KRMS Radio AD	4
Walk-in/Self Referral	9
Newspaper Lake Sun Leader Newspaper, Osage, MO	0
Broadcast Center Placement Department	3
Special Mailing List	0

**Notes:**

The sales person hired on 12/31/2004 visited KRMS seeking a position in sales. A sales person job opening existed at the time. The unit recruited for this position through the Broadcast Center Placement Department, 2360 Hampton Ave., St. Louis, MO 63139 (314-647-8181) The contact is: John Carroll. The Broadcast Center is a radio and television training center in St. Louis. Despite the recruitment effort, the most qualified candidate was a walk-in/self referral.

The sales person hired on 9/5/2005, the sales person hired on 9/13/2005 and the News person hired on 9/15/2005 were also walk-ins/self-referrals. The unit recruited for these position, through the mail, by contacting ten (10) organizations which have members who are either minority or women. Each of these organizations received a notice which indicated the positions open at Viper Communications, Inc. Although the unit attempted to attract qualified applicants through this method, no applicants responded. A list of

those organizations contacted and the notification sent to each organization is attached, below:

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

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

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

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

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

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

National Assoc of Black College Broadcasters  
Po Box 3191  
Atlanta, GA 30302

Womens Support & Community Services  
Attn: Maria  
2165 Hampton Ave.  
St.Louis, Mo 63139

American Indian Council Employment &  
Training  
1017 Olive Suite M-13  
St. Louis, Mo 63101

Viper Communications, Inc.  
Po Box 225  
Osage Beach, Missouri 65065

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8/31/05

Radio Station KRMS AM1150, KRMS FM93.5, KOZQ AM1270 and KFBD FM97.9, in keeping with the rules and regulations of the Federal Communications Commission, following are our job openings.

**News:**

Part-time position

Must have experience in news writing, gathering, producing and presentation on the air. Could turn into full-time position. Contact Dennis Klautzer at 5715 Hwy 54 in Osage Beach, Missouri or fax resume to 573-348-2779 or email to [dennis@krmsradio.com](mailto:dennis@krmsradio.com).

**Talent:**

Part-time position

On-air talent, board-op, communicate with listeners on the air, copywriting and production. Contact Dennis Klautzer at 5715 Hwy 54 in Osage Beach, Missouri or fax resume to 573-348-2779 or email to [dennis@krmsradio.com](mailto:dennis@krmsradio.com).

**Account Executive:**

Full-time position

Calling on clients, soliciting new business and copywriting. Contact Dennis Klautzer at 5715 Hwy 54 in Osage Beach, Missouri or fax resume to 573-348-2779 or email to [dennis@krmsradio.com](mailto:dennis@krmsradio.com).

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573-348-2772 573-348-2779 Fax  
[www.krmsradio.com](http://www.krmsradio.com)

In May of 2005, Viper Communications, Inc. entered-into an LMA with radio stations KFBD-FM and KOZQ-AM, Waynesville, Missouri. These stations have become part of the Viper Communications, Inc. Employment Unit. With the addition of these stations, the Viper Communications, Inc. Employment unit now has 15 full-time employees. Before the LMA commenced, the unit had 12 fulltime employees.

Beginning in October of 2004, Viper Communications, Inc. continuously airs a press release on the first and fifteenth day of each month seeking the assistance of qualified community groups in its recruitment efforts. This press release airs on KRMS AM and KRMS-FM. A similar press release is also published in three different newspapers at the expense of the unit: The Lake Sun Leader, Osage Beach, MO; Lake News Focus, Osage Beach, MO; and, Vacation News, Osage Beach, MO. The press releases were sent the the groups and organizations, listed, below, on October 27, 2004 and September 26, 2005.

KRMS: EEO Press Release

Community Outreach

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

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

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

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

National Assoc of Black College Broadcasters  
Po Box 3191  
Atlanta, GA 30302

Womens Support & Community Services  
Attn: Maria  
2165 Hampton Ave.  
St.Louis, Mo 63139

American Indian Council Employment &  
Training  
1017 Olive Suite M-13  
St. Louis, Mo 63101

American Asoc Of University Women  
6 Cedar Lane  
O'Fallon, Mo 63366

The St. Louis American  
4242 Lindell Blvd  
St. Louis, Mo 63108

Asian American Journalits Assoc  
1185 Market St Suite 320  
San Francisco, Ca 94102

Catholic Charities  
4532 Lindell Blvd  
St. Louis, Mo 63108

Native American Journalists Assoc  
414 E. Clark St  
Vermillion, SD 57069

**Copies of the ads are attached, below.** To date, no local organization has responded to any of these efforts.

## **Viper Communications, Inc.**

Po Box 225

Osage Beach, Missouri 65065

573-348-2772 573-348-2779 Fax

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**September 26, 2005**

### **PRESS RELEASE**

Radio Stations KRMS AM1150, KRMS FM93.5, KOZQ AM1270 and KFBD FM97.9 announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS, KOZQ and KFBD. If your qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, KOZQ and KFBD, simply contact Carolyn Warnebold at KRMS, KOZQ and KFBD: Po Box 225 Osage Beach, Missouri 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS, KOZQ and KFBD.

# From the Front



Lake Sun  
Tuesday, January 4, 2005

RADIO STATION

**KRMS**  
News - Talk 1150  
The Information Station

**CLASSIC  
106.1 93.5**

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

# Sports



Lake Sun  
Wednesday, January 5, 2005

RADIO STATION

**KRMS**  
News - Talk 1150  
The Information Station

**CLASSIC  
106.1 93.5**

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

# Community News



Page 3

Lake Sun  
Thursday, January 6, 2005

RADIO STATION

**KRMS**  
News - Talk 1150  
The Information Station

**CLASSIC  
106.1 93.5**

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

# News

6 6

Lake  
Wednesday, October 6, 2

RADIO STATION

**KRMS** **CLASSIC ROCK 93.5**  
 News - Talk 1150  
 The Information Station

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

# From the Front

Lake Sun  
Thursday, October 7, 2004

RADIO STATION

**KRMS** **CLASSIC ROCK 93.5**  
 News - Talk 1150  
 The Information Station

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

# Classifieds

Lake Sun  
Fri.-Sat., October 8-9, 2004

Page 13, Section E

RADIO STATION

**KRMS** **CLASSIC ROCK 93.5**  
 News - Talk 1150  
 The Information Station

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

Late Sun  
1-2-2004

Late Sun  
Fri. Sat. October 1-2, 2004

# Community News



Page 3

## RADIO STATION

# KRMS



**News - Talk 1150**  
 The Interman State  
 announced today that, in keeping with the rules  
 and regulation of the Federal Communications  
 Commission, it is setting to involve qualified  
 minority groups in the dissemination of all job  
 vacancy information at KRMS. If you're qualified  
 community group or government bureau want  
 to be kept informed of all full-time job open-  
 ings at KRMS, simply contact Carolyn Warrhead at  
 KRMS, P.O. Box 225, Osgood Beach, MO 65065. The  
 station will put your group on a list of qualified  
 community groups which will automatically  
 receive information of all future job vacan-  
 cies at KRMS.

# From the Front



Lake Sun  
Monday, October 4, 2004

RADIO STATION

**KRMS** **CLASSIC ROCK 93.5**  
 News - Talk 1150  
 The Information Station

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnehold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

# From the Front



Lake Sun  
Tuesday, October 5, 2004

RADIO STATION

**KRMS** **CLASSIC ROCK 93.5**  
 News - Talk 1150  
 The Information Station

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnehold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

## 3 Schools

Lake News Focus • Wednesday, Oct. 6, 2004

RADIO STATION

**KRMS** **CLASSIC ROCK 93.5**  
 News - Talk 1150  
 The Information Station

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If your qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnehold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

# Community News

Lake Sun  
Fri-Sat., October 1-2, 2004

Lake Sun  
1-2, 2004

**RADIO STATION**  
**KRMS**  
 News - Talk 1150  
 The Information Station

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

# From the Front

Lake Sun  
Fri-Sat., January 7-8, 2005

**RADIO STATION**  
**KRMS**  
 News - Talk 1150  
 The Information Station

announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If you're qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS P.O. Box 225, Osage Beach, MO 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

On September 27, 2005, the unit sent another Press Release seeking the support of local organizations in its effort to recruit prospective employees. The following organizations received a copy of the Press Release which appears, below:

## **Viper Communications, Inc.**

Po Box 225

Osage Beach, Missouri 65065

573-348-2772 573-348-2779 Fax

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## **PRESS RELEASE**

**9/27/05**

Radio Stations KRMS AM1150, KRMS FM93.5, KOZQ AM1270 and KFBD FM97.9 announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS, KOZQ and KFBD. If your qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, KOZQ and KFBD, simply contact Carolyn Warnebold at KRMS, KOZQ and KFBD: Po Box 225 Osage Beach, Missouri 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS, KOZQ and KFBD.

Community Outreach

## **PRESS RELEASE**

Radio Stations KRMS AM1150, KRMS FM93.5, KOZQ AM1270 and KFBD FM97.9 announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS, KOZQ and KFBD. If your qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, KOZQ and KFBD, simply contact Carolyn Warnebold at KRMS, KOZQ and KFBD: Po Box 225 Osage Beach, Missouri 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS, KOZQ and KFBD.

Ad put in Newspaper: Lake Sun Leader: 9/29//05

The Daily Guide: 9/28/05, 9/29/05 & 9/30/05

**Community Outreach**

Mailed to below list on: 9/27/05

Economic Development  
Dept of Workforce Development  
115 W. Hwy 54  
Camdenton, Mo. 65020  
Contact: Larry

Work Connection  
105 E. North Street  
Eldon, Mo. 65026

Central Texas College  
268 Constitution St #9  
Ft. Leonardwood, Mo. 65473

Lebanon Tech Center  
757 Brice  
Lebanon, Mo. 65536

Columbia College  
268 Constitution St #14  
Ft. Leonardwood, Mo. 65473

Blacks in Government  
Po Box 651  
Ft. Leonardwood, Mo. 65473

Development Mental Disability  
105 Fairground Rd  
Rolla, Mo. 65402

Good Samaritan Resource Center Of Pulaski County  
1809 W Hwy 17  
Waynesville, Mo. 65583

Missouri Division of Workforce Development  
2639 S. Jefferson #1  
Lebanon, Mo. 65536

Job Service  
Division of Workforce Development  
Bldg 470 Room 2203  
Ft. Leonardwood, Mo. 65473

# PRESS RELEASE

Radio Station KRMS AM1150 & KRMS FM93.5 announced today that, in keeping with the rules and regulation of the Federal Communications Commission, it is seeking to involve qualified community groups in the dissemination of all job vacancy information at KRMS. If your qualified community group or government bureau would like to be kept informed of all full-time job openings at KRMS, simply contact Carolyn Warnebold at KRMS: Po Box 225 Osage Beach, Missouri 65065. The station will put your group on a list of qualified community groups which will automatically receive notification of all future full-time job vacancies at KRMS.

## EEO OUTREACH ACTIVITIES

**June 1, 2004 - JUNE 1, 2005**

The unit has selected the following outreach initiatives:

**1. Host at least two job fairs during a two-year period**

On November 11, 2004 and February 11, 2005 Viper hosted job fairs at The Stonecrest Mall, 3797 Highway 54, Osage Beach, Missouri.

Attending the November 11, 2004 job fair were the following station personnel: Carolyn Warnebold, Business Manager; Kenneth Kuenzie, Station Owner; Dennis Klautzer, Station Owner and Tammy Pitts, Office Manager. Approximately ten people turned out to obtain information on jobs at Viper stations. The unit had no job openings at the time this job fair was held. Two persons submitted job applications at this job fair but no person was hired as a result of this job fair.

Attending the February 11, 2005 job fair were the following station personnel: Carolyn Warnebold, Business Manager and Kenneth Kuenzie, Station Owner. Approximately six people turned out to obtain information on jobs at Viper stations. The unit had no job openings at the time this job fair was held. One person submitted a job application at this job fair but no person was hired as a result of this job fair.

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

The unit considered the sales person hired on 9/5/2005, the sales person hired on 9/13/2005 and the News person hired on 9/15/2005 to be upper-level positions and, as indicated in the notes above, contacted ten organizations regarding these positions. Prior to September, 2005, the unit did not consider sales and news persons to be upper-level job positions. After discussions with the Commissions staff in late August, the unit was informed that sales and news person positions were considered by the Commission to be upper-level positions.

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

During the previous employment period, management personnel commenced training as to methods of ensuring equal employment opportunity and preventing discrimination. Carolyn Warnebold, Business Manager and Dennis Klautzer, one of the stations' owners attended classes sponsored by C. Clarity Consulting, a human resource and management solutions company. The course material covered an overview of the EEOC, review of protected classes of discrimination, relevant employment law, introduction to sexual harassment issues and compliance, applicant record-keeping and conducting unbiased interviews. This class was held on December 13, 2004.

Additionally, management personnel, including Carolyn Warnebold, Business Manager; Kenneth Kuenzie, Station Owner and Dennis Klautzer, Station Owner studied a book, EEO Law and Personnel by Arthur Gutman Business Manager Carolyn Warnebold also reviewed pertinent sections of the book, Business Confidential, written by Boardroom Books which addressed discrimination and harassment and other employee and personnel issues.