

EEO Public File Report

Employment Unit Covered:

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

Reporting Period

April 30, 2011 - September 21, 2011

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

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
WARH Night Personality	05/24/2011	Internal Hire	See Recruitment Source List for entries on or before 05/06/2011
WXOS Program Director	06/08/2011	Walk-In/Self Referred	See Recruitment Source List for entries on or before 05/10/2011
WARH/WIL Account Manager	05/25/2011	Employee Referral	See Recruitment Source List for entries on or before 05/23/2011
WXOS General Sales Manager	07/08/2011	Employee Referral	See Recruitment Source List for entries on or before 06/16/2011
STL Social Media Specialist	08/05/2011	Employee Referral	See Recruitment Source List for entries on or before 07/26/2011

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
All Access	4
WARH Web Site (warh.com)	1
Market Referral	2
Internal Hire	2
Walk-In/Self Referred	1
WXOS Web Site (toastedrav.com)	3
Employee Referral	5
Rockhurst University	1
Internet	1
Total Applicants	20

Performance Initiatives Undertaken

The Unit continues to provide an internship program intended to assist 15-20 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 10-20 hours of training per week. Each semester in the reporting year had approximately 16 interns with the exception of the last semester, in which there were a total of

23 interns that received credit.

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. One of the speaking engagements occurred at Ridgewood Middle School. Some of the staff members that spoke to the students were as follows:

Amanda Koeppe, H.R. Director, Mike Jennewein, Senior Account Manager, Bob Ramsey, WXOS on-air talent and Jay Philpott, part-time production/on-air, each spoke at this event. Other speaking engagements include but were not limited to Mizzou, Pattonville High School, Lewis and Clark Community College. We had several individuals speak at the Mizzou Communications (Icom) class including 4 of our sales team members (Joy Seltzer, Ellen Carney, Mike Jennewein and Jeremy Bauman) and Amanda Koeppe, H.R. Director.

This class was a networking class that approximately 43 students attended here in our building. Another engagement occurred at Lewis and Clark Community College in the Spring of 2011. Staff members spoke to various students in production and on-air classes at the college. Those staff included Cornbread, Derrick Keith, Rik Anthony, Paul Jeffries, Bob Ramsey and Al Hofer.

The Unit's Human Resource Director attended career fairs at Lewis and Clark Community College (7.05.11), Harris Stowe State College (5.23.11), St. Louis Community College at Forest Park (6.23.11) and St. Louis Community College at Meramec (6.24.11) informing and educating participants in all aspects of employment opportunities in the radio broadcasting industry. The Human Resource Director participated in an internship fair through the St. Louis Community Colleges as well.

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: 02/17/2011	AIB College of Business Contact: Jane DeHaven Address: 2500 Fleur Drive, Des Moines, IA 50321 Phone:
START: 02/17/2011	Albany State University Contact: Glorya Williams Address: 504 College Drive, Albany, GA 31705 Phone:
START: 02/17/2011	Anderson University Contact: Maryann Coty Address: 1100 East 5th Street, Anderson, IN 46012 Phone:
START: 02/01/2007	Avila University Contact: Mary Corless Address: 11901 Wornall, Kansas City, MO 64145 Phone:

START: 10/08/2010	Ball State University Contact: Cindy Hershman Address: 2000 West University, Lucina H, Muncie, IN 47306 Phone: 762-285-2436
START: 10/08/2010	Blackburn College Contact: Jerry Ohare Address: 700 College Avenue, Carlinville, IL 62626 Phone:
START: 10/08/2010	Briar Cliff University Contact: Nancy McGuire Address: 3303 Rebecca Street, Sioux City, IA 51104 Phone:
START: 09/23/2003	Broadcast Center Contact: John Carroll Address: 2360 Hampton, St. Louis, MO 63139 Phone: (314) 647-8181
START: 12/15/2004	BONK (internal intranet) Contact: Amanda Koeppe Address: 11647 Olive Blvd., St. Louis, MO 63141 Phone: 314-983-6208
START: 09/22/2003	Christian Service Center Contact: Toni Muhammad Address: 1000 North 19th, St. Louis, MO 63106 Phone: 314-231-1515
START: 10/08/2010	Calumet College of St. Joseph Contact: Melody Stalbaum Address: 2400 New York Avenue, Whiting, IN 46394 Phone:
START: 09/22/2003	Career Alternatives Contact: Nancy Cash Address: 5819 South Lindbergh, St. Louis, MO 63118 Phone: 314-209-1777
START: 10/08/2010	Central College Contact: Pat Kitzman Address: 812 University, Pella, IA 50219 Phone:
START: 07/29/2005	Central Methodist University Contact: Linda Lorenz Address: 411 Central Methodist Square, Fayette, IL 65248 Phone:
START: 07/29/2005	Chicago State University Contact: Lee Junkans Address: 9501 South King Drive, CRSU 18, Chicago, IL 60628 Phone: 773-995-2327
START: 07/29/2005	Coe College Contact: Judith Dirks Address: 1220 First Avenue NE, Cedar Rapids, IA 52402 Phone: 319-399-8844
START: 02/16/2011	College of the Ozarks Contact: Ron Martin Address: P.O. Box 17, Point Lookout, MO 65726 Phone:

START: 03/10/2004	Creatives On Call Contact: Tom Dimig Address: 200 South Hanley, Suite 1101, St. Louis, MO 63105 Phone: 314-863-7223
START: 08/16/2006	Crowder College Contact: Jolene Sullivan Address: 601 Laclede, Neosho, MO 64850 Phone:
START: 08/16/2006	Columbia College Contact: Don Malson - Career Center Address: 1001 Rogers Street, Columbia, MO 65216 Phone: 573-875-7421
START: 08/16/2006	Dominican University Contact: Jose Garcia Address: 7900 West Division Street, River Forest, IL 60305 Phone:
START: 08/16/2006	Dordt College Contact: Chris DeLong Address: 498 4th Avenue NE, Sioux Center, IA 51250 Phone:
START: 08/16/2006	Drake University Contact: Annette Watson Address: 2507 University Avenue, Des Moines, IA 50311 Phone:
START: 08/16/2006	East Central College Contact: Kim Weber Address: 1964 Prairie Dell Road, Union, MO 63084 Phone:
START: 08/16/2006	Eastern Illinois University Contact: Linda Moore Address: 1301 Human Services/600 Lincol, Charleston, IL 61920 Phone:
START: 03/10/2003	Employment & Training Contact: Greg Scott Address: 26 North Oaks Plaza, St. Louis, MO 63121 Phone: 314-381-2253
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: Marcus Brown Address: 3309 South Kingshighway, St. Louis, MO 63139 Phone:
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: 03/10/2003	Goshen College Contact: Megan Bonham Address: 1700 South Main Street, Goshen, IN 46526 Phone:

START: 03/10/2003	Governor's State University Contact: Barbara Donaldson Address: One University Parkway, University Park, IL 60484 Phone:
START: 03/10/2003	Greenville College Contact: Patrick Miller Address: 315 East College Avenue, Greenville, IL 62246 Phone:
START: 10/08/2010	Hanover College Contact: Sue Tilley Address: P.O. Box 108, Hanover, IN 47243 Phone: 812-866-7127
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: Travis Hoskins Address: 940 West Port Plaza, St. Louis, MO 63146 Phone: 314-434-2212 ex
START: 02/16/2011	Hickey College Contact: Travis Hoskins Address: 940 West Port Plaza, St. Louis, MO 63146 Phone:
START: 02/17/2011	Hire a Hero Contact: Rob Bair Address: 2625 Alcatraz Avenue, Berkley, CA 94705 Phone:
START: 03/10/2003	Human Development Corporation Contact: Teddy Foster Address: 929 North Spring, St. Louis, MO 63108 Phone: (314) 613-2200
START: 10/08/2010	Illinois College, Jacksonville Contact: Susie Drake Address: 1101 West College Avenue, Jacksonville, IL 62650 Phone:
START: 02/17/2011	Illinois State University Contact: Career Center - Toni Krippel Address: Box 2520 185 Student Services , Normal, IL 61790 Phone:
START: 10/08/2010	Indiana University Kokomo Contact: Sheryl Phillips Address: 2300 South Washington Street, , Kokomo, IN 46904 Phone:
START: 02/17/2011	Indiana University Northwest Contact: Sharese Budley Address: 3400 Broadway, Gary, IN 46408 Phone: 219-980-6996
START: 10/08/2010	Indiana University South Bend Contact: Jeffrey Jackson Address: 117-A 100 Mishawa Avenue, South Bend, IN 46634 Phone:

START: 10/08/2010	International Institute of STL Contact: Blake Hamilton Address: 3654 South Grand, St. Louis, MO 63118 Phone:
START: 10/08/2010	Iowa Wesleyan College Contact: Heidi Seegers Address: 601 North Main Street, Mount Pleasant, IA 62641 Phone:
START: 10/29/2009	ITT Technical Institute Contact: Career Services Address: 3640 Corporate Trial Drive, Earth City, MO 63045 Phone: 314-298-7800
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	Knox College Contact: Terrie Saline Address: 2 East South Street, Galensburg, IL 61401 Phone:
START: 02/16/2011	Lake Forest College Contact: Lisa Hinkley Address: 555 North Sheridan Road, Lake Forest, IL 60045 Phone:
START: 03/10/2003	Lindenwood University Contact: Dana Wehrli Address: 209 South Kingshighway Dr., St. Louis, MO 63301 Phone: 636-949-4806
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	Linn State Tech College Contact: Glenda Whitney Address: One Technology Drive, Linn, MO 65051 Phone:
START: 07/25/2005	LDS Employment Resource Servic Contact: Elder Steven Thiriot Address: 12843 Pennridge Drive, Bridgeton, MO 63044 Phone: 314-344-0050
START: 07/25/2005	MacMurray College Contact: Cori Wagner Address: 447 East College Avenue, Jacksonville, IL 62650 Phone:
START: 07/25/2005	Manchester College Contact: Betty Biggerbaugh Address: 604 East College Avenue N., Manchester, IN 46962 Phone:
START: 09/22/2003	Maryville University Contact: Lynn Willits Address: 650 Maryville University Drive, St. Louis, MO 63141 Phone:

START: 09/22/2003	MERS Goodwill, St. Charles Contact: Leslie Cunningham Address: #1 Westbury Drive, Building B., St. Charles, MO 63301 Phone:
START: 09/22/2003	MERS Goodwill, St. Louis Contact: Jocelyn Hostetler and Brian Ki Address: 1727 Locust, St. Louis, MO 63103 Phone:
START: 09/22/2003	Milliken University Contact: Gwen Davis Address: 1184 West Main Street, Decatur, IL 62522 Phone:
START: 09/22/2003	Mineral Area College Contact: DeDe Myers Address: 5270 Flat River Road, Park Hills, MO 63601 Phone:
START: 09/22/2003	Mississippi Valley State Univ. Contact: Tiffany Renee Wallace Address: 14000 Highway 82 West #7225, Itta Vena, MS 38941-1400 Phone:
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: Donna Mantle Address: 3265 Laclede Station Road, Sui, St. Louis, MO 63143 Phone:
START: 03/10/2003	Missouri Baptist University Contact: Nicole Thomas Address: One College Park Drive, St. Louis, MO 63141 Phone: 314-744-5315
START: 08/31/2005	Missouri Southern State Univ. Contact: Pat Hurley Address: 3950 East Newman Road, Joplin, MO 64801-1595 Phone:
START: 08/31/2005	Moody Bible College Contact: Patrick Friedline Address: 820 North LaSalle Blvd., Chicago, IL 60610 Phone:
START: 08/31/2005	Morningside College Contact: Stacie Hays Address: 1501 Morningside Avenue, Sioux City, IA 51106 Phone:
START: 02/17/2011	Northeastern Illinois Univ. Contact: Lorn Coleman Address: 5500 North St. Louis Avenue, Chicago, IL 60625 Phone:
START: 03/10/2003	Northern Illinois Univ. Contact: Career Services Address: 1425 West Lincoln Highway, DeKalb, IL 60115 Phone: 815-753-1000

START: 03/10/2003	Near Southside Employment Contact: Ohala J. Ward Address: 2649 Pestalozzi, St. Louis, MO 63118 Phone:
START: 03/10/2003	Ohawa University Contact: Nori Hale Address: 1001 South Cedar, Ohawa, KS 66067 Phone:
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: 03/10/2003	Pittsburg State University Contact: Mindy Cloninger Address: 1701 South Broadway, Pittsburg, KS 66762 Phone:
START: 03/10/2003	Principia College Contact: Jim Brandt Address: 1 Maybeck Place, Elsah, IL 62028 Phone:
START: 03/10/2003	Purdue University North Centra Contact: Natalie Connors Address: 1401 US Highway 421 LSF 28, Westville, IN 46391 Phone:
START: 03/10/2003	Rockford College Contact: Kelly Cooper Address: 5050 East State Street, Rockford, IL 61108 Phone:
START: 03/10/2003	Rockhurst University Contact: Mike Theobald Address: 1100 Rockhurst Road, Kansas city, MO 64110-2561 Phone: 816-501-4861
START: 03/10/2003	Roosevelt University, Chicago Contact: Ms. Micah Booker Address: 1100 Rockhurst Road, Kansas city, MO 64110-2561 Phone: 816-501-4861
START: 03/10/2003	Roosevelt Univ., Schaumburg Contact: Virginia Zambito Address: 1400 North Roosevelt Blvd., Schaumburg, IL 60173 Phone:
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: 03/10/2003	St. Charles Community College Contact: Martha Toebben Address: 4601 Mid Rivers Mall Drive, Cottleville, MO 63376 Phone:

START: 03/10/2003	St. Louis ARC Contact: Brian Hubler Address: 1177 North Warson Road, St. Louis, MO 63132 Phone:
START: 03/10/2003	St. Louis Comm. College, FP Contact: Davis Moore Address: 5600 Oakland, St. Louis, MO 63110 Phone:
START: 03/10/2003	St. Mary of the Woods College Contact: Angie Gifford Address: Le Fer Hall South Wing Main Fl, St. Mary of the Wo, IN 47876 Phone:
START: 03/10/2003	Southeast Missouri State Univ. Contact: Barbra Rozkiewicz Address: One University Plaza MS1000, Cape Girardeau, MO 63701 Phone:
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: 03/10/2003	State Fair Community College Contact: Amy Schroeder Address: 3201 West 16th Street, Sedalia, MO 65301 Phone:
START: 03/10/2003	Southern Illinois University C Contact: Missy Houghland Address: 900 South Normal Avenue MC 470, Carbondale, IL 62901 Phone:
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: Jean Branam Address: 7650 Mission Valley Road, San Diego, CA 92108-4423 Phone: 1-858-598-1414
START: 03/10/2003	Trinity International Univ. Contact: Kelly Mullen Address: 2065 Half Day Road, Deerfield, IL 60015 Phone:
	Truman State University Contact: Kay Cowan

START: 03/10/2003	Address: 100 East Normal Avenue, Kirksville, MO 63301 Phone:
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 Central Missouri Contact: Teresa Alewel Address: Union 302, Warrensburg, MO 64093 Phone:
START: 03/10/2003	University of Evansville Contact: Gene Wells Address: 1800 Lincoln Avenue, Evansville, IN 47722 Phone:
START: 03/10/2003	University of Illinois, Chicag Contact: Katherine Battee-Freeman Address: 1200 Weat Harrison, Room 3050 , Chicago, IL 60607 Phone:
START: 03/10/2003	Univ. of IL. Alumni Career Ctr Contact: Bernice Allegretti Address: 200 South Wacker Drive, Chicago, IL 60606 Phone:
START: 02/17/2011	Univ. of IL. Off. of Minority Contact: Susan McKenna Address: 130 Student Services Building , Champaign, IL 61820 Phone: 217-333-0054
START: 03/10/2003	University of IL., Springfield Contact: Rachel Hasenyager Address: Student Affairs Building, One , Springfield, IL 62703 Phone:
START: 03/10/2003	University of Missouri St. Lou Contact: Emily Rapko McEneny Address: One University Blvd 278 MSC, St. Louis, MO 63121 Phone: (314) 516-5000
START: 03/10/2003	University of Notre Dame Contact: Holly Decker Address: 248 Flanner Hall, Notre Dame, IN 46556 Phone:
START: 03/10/2003	University of St. Francis Contact: Kristi Kelly Address: 500 Wilcox Street, Tower Hall , Joliet, IL 60435 Phone: 815-740-3413
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
	Valparaiso University

START: 03/10/2003	Contact: Tom Cath Address: 1509 Chapel Drive Harre Union , Valparaiso, IN 46383 Phone:
START: 07/06/2004	Vatterott College Contact: Michael Greathouse Address: 12970 Maurer Industrial Drive , St. Louis, MO 63127 Phone: (314) 843-4200
START: 03/10/2003	Waldorf College Contact: Mary Reisetter Address: 106 South 6th Street, Forest City, IA 50436 Phone:
START: 03/10/2003	Wartburg College Contact: Derek Solheim Address: 100 Wartburg Blvd., Waverly, IA 50677 Phone:
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: Rebecca Spear Address: 470 East Lockwood Avenue, Webster Groves, MO 63119 Phone: (314) 968-6900
START: 02/16/2011	William Woods University Contact: Cheree Meeks Address: One University Avenue, Fulton, mo 65251 Phone:
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