

KWRE-AM KFAV-FM
ANNUAL EEO PUBLIC FILE REPORT
2007

The purpose of the EEO Public File Report is to comply with Section 73.2080(c)(6) of the Federal Communication Commission's 2002 Equal Employment Opportunity Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following Kaspar Broadcasting Co. Inc. stations:

KWRE-AM Warrenton, MO.
KFAV-FM Warrenton, MO.

The information contained in the Report covers the time period beginning October 1, 2006 through and including September 30, 2007 ("the applicable period").

1. Full time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period:

Positions Filled:	Office Position
	Office Position
	Office Position
	Office Position
	Office Position
	KFAV Sales

2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, recruitment organizations that specifically requested notification of job vacancies, which should be separately identified), identified by name, address, contact person and telephone number.

1st Office Position:

Recruiting Source	Address	Contact Name & Phone Nbr
Missouri Career Center*	212 Turner Blvd. St. Peters, MO 63376	Dewey Helms 636-278-1360
NECAC*	PO Box 470 Bowling Green, MO 63334	Brent Engel 573-324-2231
Wright City Men's Club*	c/o Mike Houston 23702 S. Hwy 47 Warrenton, MO 63383	Mike Houston 636-456-2751
Troy Business & Professional Women*	112 Professional Parkway Troy, MO 63379	Kerry Klump 636-462-8769
NAACP*	625 N. Euclid Ave., Suite 405 St. Louis, MO 63108-1160	Harold Crumpton 314-361-8600
NAACP*	108 Austin Ave., Columbia, MO 65203-4080	Mary Ratliff 573-443-4588
Missouri Div. Of Workforce Development*	1212 W. Hwy 24 Moberly, MO 65270-3109	Darla Dwiggin 800-735-2466
Warrenton Journal*	222 E. Main Warrenton, MO 63383	Jillian May 800-766-3278
Wentzville Journal*	501 E. Main Wentzville, MO 63385	Jillian May 800-766-3278

*Notified/utilized for the office position.

2nd Office Position:

Recruiting Source	Address	Contact Name & Phone Nbr
Missouri Career Center*	212 Turner Blvd. St. Peters, M O 63376	Dewey Helms 636-926-1150
NECAC*	PO Box 470 Bowling Green, MO 63334	Brent Engel 573-324-2231
Wright City Men's Club*	c/o Mike Houston 23702 S. Hwy 47 Warrenton, MO 63383	Mike Houston 636-456-2751
Troy Business & Professional Women*	112 Professional Parkway Troy, MO 63379	Kerry Klump 636-462-8769
NAACP*	625 N. Euclid Ave., Suite 405 St. Louis, MO 63108-1160	Harold Crumpton 314-361-8600
NAACP*	108 Austin Ave., Columbia, MO 65203-4080	Mary Ratliff 573-443-4588
Missouri Div. Of Workforce Development*	1212 W. Hwy 24 Moberly, MO 65270-3109	Darla Dwiggin 800-735-2466
Warrenton News Journal*	222 E. Main Warrenton, MO 63383	Rich Coleman 636-456-3481
Wentzville Journal*	501 E. Main Wentzville, MO 63385	Rich Coleman 636-456-3481

*Notified of the office position.

3rd Office Position:

Recruiting Source	Address	Contact Name & Phone Nbr
Missouri Career Center*	212 Turner Blvd. St. Peters, MO 63376	Dewey Helms 636-926-1150
NECAC*	PO Box 470 Bowling Green, MO 63334	Brent Engel 573-324-2231
Wright City Men's Club*	c/o Mike Houston 23702 S. Hwy 47 Warrenton, MO 63383	Mike Houston 636-456-2751
Troy Business & Professional Women*	112 Professional Parkway Troy, MO 63379	Kerry Klump 636-462-8769
NAACP*	625 N. Euclid Ave., Suite 405 St. Louis, MO 63108-1160	Harold Crumpton 314-361-8600
NAACP*	108 Austin Ave., Columbia, MO 65203-4080	Mary Ratliff 573-443-4588
Missouri Div. Of Workforce Development*	1212 W. Hwy 24 Moberly, MO 65270-3109	Darla Dwiggin 800-735-2466
Warrenton News Journal*	222 E. Main Warrenton, MO 63383	Rich Coleman 636-456-3481
Wentzville Journal*	501 E. Main Wentzville, MO 63385	Rich Coleman 636-456-3481

*Notified of the office position.

4th Office Position:

Recruiting Source	Address	Contact Name & Phone Nbr
Missouri Career Center*	212 Turner Blvd. St. Peters, MO 63376	Dewey Helms 636-926-1150
NECAC*	PO Box 470 Bowling Green, MO 63334	Brent Engel 573-324-2231
Wright City Men's Club*	c/o Mike Houston 23702 S. Hwy 47 Warrenton, MO 63383	Mike Houston 636-456-2751
Troy Business & Professional Women*	112 Professional Parkway Troy, MO 63379	Kerry Klump 636-462-8769
NAACP*	625 N. Euclid Ave., Suite 405 St. Louis, MO 63108-1160	Harold Crumpton 314-361-8600
NAACP*	108 Austin Ave., Columbia, MO 65203-4080	Mary Ratliff 573-443-4588
Missouri Div. Of Workforce Development*	1212 W. Hwy 24 Moberly, MO 65270-3109	Darla Dwiggin 800-735-2466
Warrenton Journal**	222 E. Main Warrenton, MO 63383	Rich Coleman 636-456-3481
Wentzville Journal**	501 E. Main Wentzville, MO 63385	Rich Coleman 636-456-3481
Missouri Career Center Job Fair	Holiday Inn Wentzville, MO 63385	Holly Young 636-278-1360

*Notified of the office position.

5th Office Position:

Recruiting Source	Address	Contact Name & Phone Nbr
Missouri Career Center*	212 Turner Blvd. St. Peters, MO 63376	Dewey Helms 636-926-1150
NECAC*	PO Box 470 Bowling Green, MO 63334	Brent Engel 573-324-2231
Wright City Men's Club*	c/o Mike Houston 23702 S. Hwy 47 Warrenton, MO 63383	Mike Houston 636-456-2751
Troy Business & Professional Women*	112 Professional Parkway Troy, MO 63379	Kerry Klump 636-462-8769
NAACP*	625 N. Euclid Ave., Suite 405 St. Louis, MO 63108-1160	Harold Crumpton 314-361-8600
NAACP*	108 Austin Ave., Columbia, MO 65203-4080	Mary Ratliff 573-443-4588
Missouri Div. Of Workforce Development*	1212 W. Hwy 24 Moberly, MO 65270-3109	Darla Dwiggin 800-735-2466
Warrenton Journal**	222 E. Main Warrenton, MO 63383	Rich Coleman 636-456-3481
Wentzville Journal**	501 E. Main Wentzville, MO 63385	Rich Coleman 636-456-3481

*Notified of the office position.

KFAV Sales Position:

Recruiting Source	Address	Contact Name & Phone Nbr
Missouri Career Center	212 Turner Blvd. St. Peters, MO 63376	Dewey Helms 636-926-1150
NECAC	PO Box 470 Bowling Green, MO 63334	Brent Engel 573-324-2231
Wright City Men's Club	c/o Mike Houston 23702 S. Hwy 47 Warrenton, MO 63383	Mike Houston 636-456-2751
Troy Business & Professional Women	112 Professional Parkway Troy, MO 63379	Kerry Klump 636-462-8769
NAACP	625 N. Euclid Ave., Suite 405 St. Louis, MO 63108-1160	Harold Crumpton 314-361-8600
NAACP	108 Austin Ave., Columbia, MO 65203-4080	Mary Ratliff 573-443-4588
Missouri Div. Of Workforce Development	1212 W. Hwy 24 Moberly, MO 65270-3109	Darla Dwiggin 800-735-2466
KWRE/KFAV on-air	PO Box 220 Warrenton, MO. 63383	Steve Kaspar 636-456-3311

3. The recruitment Source that referred the Hiree for the full-time vacancy during the preceding year:

- 1st Office Position: Warrenton News Journal
 - 2nd Office Position: Warrenton News Journal
 - 3rd Office Position: Warrenton News Journal
 - 4th Office Position: Missouri Career Center Job Fair
 - 5th Office Position: Warrenton News Journal
- KFAV Sales Position: KWRE on-air

4. Data reflecting the total number of persons interviewed for the full-time vacancies during the preceding year and the total number of interviews referred by each recruitment source utilized in connection with such vacancies:

RECRUITMENT/REFERRAL SOURCE	OFC #1	OFC #2	OFC #3	OFC #4	OFC #5	SALES	TOTAL
Mo. Career Center	0	0	0	0	2	0	2
Mo-Div of Workforce Development/ Moberly	0	0	0	0	0	0	0
Wright City Men's Club	0	0	0	0	0	0	0
Troy Business & Professional Women	0	0	0	0	0	0	0
www. kfav.com	0	0	0	0	0	0	0
www. kwre.com	0	0	0	0	0	0	0
KFAV/KWRE on air announcements	0	0	0	0	0	3	3
NAACP/St. Louis	0	0	0	0	0	0	0
NAACP/Columbia	0	0	0	0	0	0	0
Warrenton Journal	2	2	3	3	3	0	13
Wentzville Journal	2	2	1	1	3	0	9
MO Career Center Job Fair	0	0	0	1	0	0	1
TOTALS	4	4	4	5	8	3	28

5. A list and brief description of initiatives undertaken to satisfy the requirements to complete four "menu options" within a two-year period:

Toward Initiative 1: Participate in at least four job fairs by station personnel who have substantial responsibility for hiring decisions.

KWRE and KFAV participated in two job fairs hosted by the Missouri Career Center of the Missouri Department of Economic Development, and one job fair hosted by Job Point. Dates of the Missouri Career Center fairs were March 22, 2007 and April 25, 2007. The Job Point job fair was held September 26, 2007. Management personnel were on hand to talk with job seekers about positions available at KWRE and KFAV. We also accepted resumes and had applicants fill out applications.

Toward Initiative 5: Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

KWRE and KFAV are participating in the Missouri Broadcasters Association (MBA) Foundation Internship Support Program, designed to assist students in attaining on-the-job training as part of their higher education. Upon completion of the internship, recipients will provide the Internship Committee with a written report detailing their work experience and what skills they have learned. Upon receipt of the written report, interns within the program will receive \$250 for each credit hour earned, up to a maximum of \$1,000. No payments will be made by the MBA prior to the receipt of the written report. The MBA Internship Program was established as a part of the commitment to excellence, so that deserving students may attain the training and expertise required to become valuable employees in Missouri's broadcasting industry.

Toward Initiative 7: Participate in scholarship programs directed at students desiring to pursue a career in broadcasting.

KWRE and KFAV are participating in the Missouri Broadcasters Association (MBA) Foundation Scholarship Award Program. Elements of the Scholarship Award include airing promos and news stories on KWRE/KFAV soliciting applicants for the program, adding page to KWRE and KFAV web sites regarding scholarship program, and adding link to MBA Scholarship web site. Pamphlets and applications are sent to each inquiring applicant. MBA is alerted to each applicant and KWRE and KFAV indicate to MBA our preferred applicant at time of final decision. All materials provided by the MBA.

Toward Initiative 14: Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Management personnel receive ongoing training regarding our EEO responsibilities. Training meetings were held on 10/10/06, 11/20/06, 2/5/07, 3/12/07, 4/16/07 and 9/4/07 to discuss the nature and scope of outreach initiatives and our EEO responsibilities. Meetings included Bev Wideman, Mark Becker, Mike Thomas, Vern Kaspar, and/or Steve Kaspar.