

EEO STATEMENT OF EMPLOYMENT

7/1/2005

Nodaway Broadcasting currently has 7 full time employees.

KNIM AM and FM in Maryville, MO is in a market of less than 250,000.

No complaints have been filed alleging unlawful discrimination.

The President and Vice President of Nodaway Broadcasting are solely responsible for hiring employees and enforcement of EEO policies. All EEO material is provided to both President and Vice President.

KNIM AM and FM recruit from the rural, 4-state area they serve. We also recruit from larger metropolitan areas.

The President and Vice President of Nodaway Broadcasting pay according to job responsibilities, provide benefits to all full-time employees, promotes according to performance and selects employees based on job qualifications

1/1/2003

E.E.O. RECRUITMENT COMPLIANCE METHOD FOR KNIM RADIO, MARYVILLE, MISSOURI
METHOD A:

KNIM RADIO WILL RECRUIT AND PROVIDE NOTICES FOR EVERY NEW FULL-TIME JOB OPENING
TO ANY ORGANIZATIONS WHICH REQUESTS THEM FOR JOB PLACEMENT SERVICES.

KNIM RADIO WILL PARTICIPATE IN A MINIMUM NUMBER OF JOB FAIRS AND CAREER EVENTS
SPONSORED BY EDUCATIONAL INSTITUTIONS I.E. NORTHWEST MISSOURI STATE UNIVERSITY,
NORTHWEST TECHNICAL SCHOOL, MARYVILLE AND OTHER AREA HIGH SCHOOLS THROUGHOUT
NORTHWEST MISSOURI.

KNIM HAS ALSO ESTABLISHED AN INTERN PROGRAM.

KNIM WILL ALSO BROADCAST OPPORTUNITIES AVAILABLE TWO OUT LISTENERS WHENEVER
FULL OR PART-TIME POSITIONS ARE AVAILABLE.

JIM CRONIN
VICE PRESIDENT
KNIM AM/FM
NODAWAY BROADCASTING CORP

KNIM E.E.O. REPORT 2004

FULL TIME POSITION FILLED: SALES PERSON

RECRUITING SOURCES: KNIM AM AND FM

MARYVILLE, MO

JOYCE CRONIN

660-582-2151

MO CAREER SERVICES

MARYVILLE, MO

TAMMY WEST

660-582-8980

RECRUITMENT SOURCE FOR HIEREE: Application was on file.

TOTAL NUMBER OF PERSONS INTERVIEWED: 2

TOTAL NUMBER OF APPLICANTS: 4

NO ADDITIONAL STAFF WAS HIRED DURING THE 2004 CALENDAR YEAR.

KNIM E.E.O. REPORT 2003

FULL TIME POSITION FILLED: AIR TALENT
RECRUITING SOURCES: BROADCAST CENTER
ST. LOUIS, MO
JIM BLAND
314-657-8181

MO BROADCASTERS ASSOCIATION
JEFFERSON CITY, MO
CONNEY HEILAND
573-636-6692
BROWN INSTITUTE
MINNEAPOLIS, MN
TERRY MILLER
651-905-3400

RECRUITMENT SOURCE FOR HIEREE: BROWN INSTITUTE
TOTAL NUMBER OF PERSONS INTERVIEWED: 8
BROWN INSTITUTE APPLICANTS: 5
MISSOURI BROADCASTER APPLICANTS: 8
BROADCAST CENTER APPLICANTS: 6
TOTAL NUMBER OF APPLICANTS: 19

NO SUPPLEMENTAL RECRUITMENT MEASURES WERE TAKEN BECAUSE OF THE IMMEDIATE TO
FILL THE POSITION.

JOB FAIRS / CAREER DAYS ATTENDED BY KNIM

2003

Maryville Community Services 3/2003
Maryville High School 10/2003
Northwest Missouri State University 10/2003
Tarkio High School 4/2003

2004

Maryville Community Services* 3/2004
Maryville High School 4/2004
Northwest Missouri State University 10/2004
West Nodaway High School 5/2004

KNIM also provided job shadowing for high school students wishing to learn more about broadcasting. Each year KNIM hosts approximately 10 – 15 students from school districts in Northwest Missouri. Students spend time in all areas of the business.

***Co-sponsored the event.**

