

**KSHE (FM), KIHT (FM), KFTK (FM), KPNT (FM)
EEO PUBLIC FILE REPORT
October 1, 2010 – September 30, 2011**

I. VACANCY LIST

See Master Recruitment Source List (MRS�) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hires
Account Manager-KFTK	1, 5, 8, 11-15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Account Manager-KIHTS	1, 5, 8, 11-15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	14
Account Manager-KPNT	1, 5, 8, 11-15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Digital Brand Manager-KIHTS	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 67	11
Digital Brand Manager-KPNT	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 67, 69	13
Digital Sales Coordinator-Emmis St. Louis	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 67, 69	11
Account Manager-KPNT	1, 5, 8, 11-15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Account Manager-KSHE	1, 5, 8, 11-15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Graphic Design-Emmis Interactive	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 67	27
On-Air Talent-KPNT	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Sales Assistant-EMG	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Board Operator-KPNT	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	53
Sales Assistant-Emmis St. Louis	1, 5, 8, 11-15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 69	14
Account Manager-KPNT	1, 5, 8, 11-15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Account Manager-KFTK	1, 5, 8, 11-15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Executive Assistant-Emmis St. Louis	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 67, 69	12
General Sales Mgr-KSHE	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
General Sales Mgr-KIHTS	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	12
Brand Mgr-KIHTS Digital Videographer-Emmis St. Louis	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 69	11

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Community Outreach Director- Emmis St. Louis	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66	13
Director of Digital Solutions- Emmis St. Louis	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 67	12
Assistant Producer – KFTK Morning Show	1, 5, 8, 11-13, 15, 17, 18, 20, 22, 24, 26-30, 32, 33, 35, 40, 41, 43, 48-51, 53, 58, 60, 61, 66, 67	12

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS over reporting period
1	AARP 5535 Delmar Room W-102 St. Louis, MO 63112 Melvin S. Westbrook SCSLCITY@AOL.COM Phone: 314-367-6777 Fax: 314-367-7171	Y	0
2	Adult Education Training 1025 Country Club Road St. Charles, MO 63303 Cheryl Graber CGRABER@STCHARLES.AE.ORG Phone: 636-443-4043 Fax: 636-443-4044	N	0
3	American Indian Council 1017 Olive – Suite 13 St. Louis, MO 63101 Dawn Jordan JORD636@AOL.COM Phone: 314-589-6653	N	0
4	Arkansas State University P.O. Box 2160 State University, AR 72467 Richard Carvell Phone: 870-972-2100	N	0
5	Broadcast Center 2360 Hampton Avenue St. Louis, MO 63139 John Carroll PLACEMENT@BROADCASTINGCENTERINFO.COM Phone: 314-647-8181	Y	0
6	California Chicano News Media Association USC Annenberg School of Journalism 300 S. Grand Ave. #3950 Los Angeles, CA 90071-8110 ccnmainfo@cnma.org Phone: 213-437-4408 Fax: 213-437-4423	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS over reporting period
7	Career Alternatives Learning Center 12128 Natural Bridge Bridgeton, MO 63044 Diana Palls Phone: 314-209-1777 Fax: 314-209-0339	N	0
8	Catholic Charities 4532 Lindell St. Louis, MO 63108 Joe Kohlberg JKOHLBERG@CCSTL.ORG Phone: 314-367-5500 Fax: 314-367-2982	Y	0
9	Chicago Urban League 4510 South Michigan Chicago, IL 60653 Joan Archie JARCHIE@CUL-CHICAGO.ORG Phone: 312-692-0766	N	0
10	East St. Louis Community College 610 James R. Thompson Blvd. East St. Louis, IL 62201 Anita Brandon ABrandon@ESLCCC.COM Phone: 618-874-8729 Fax: 618-874-8731	N	0
11	Emmis Communications TALEO - Corporate Website 40 Monument Circle Indianapolis, IN 46204 Megan Jarvis www.emmis.com Phone: 317-684-2970	N	16
12	Emmis Employee Referral	N	31
13	Emmis Internal Posting: Company Newsletter, Bulletin Boards	N	14
14	Non-Employee Referral	N	11
15	Employment Connection 2838 Market Street St. Louis, MO 63103 Joe Wilkins, Career Developer joewilkins@employmentstl.org Phone: 314-333-5647	Y	0

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16	Focus St. Louis 1910 Pine Street - Suite 200 St. Louis, MO 63103 Christine Chadwick CHRISC@FOCUS-STL.ORG Phone: 314-622-1250 Fax: 314-622-1279	N	0
17	Fontbonne College 6800 Wydown Blvd St. Louis, MO 63105 Mary Asaro MASARO@FONTBONNE.EDU Phone: 314-889-4516 Fax: 314-889-4565	Y	0
18	Harris Stowe 3026 Laclede St. Louis, MO 63103 Wanda K McNeil careerservices@hssu.edu Phone: 314-340-3512 Fax: 314-340-3389	Y	0
19	Hispanic Chamber of Commerce PO Box 78986 St. Louis, MO 63178-8386 Jorge Riopedre hccstlmo@umsl.edu Phone: 314-771-4788 Fax: 314-771-4790	N	0
20	ITT Technical Institute 1930 Meyer Drury Drive Arnold, MO 63010 Maggie Kaelin MKaelin@ITT-TECH.EDU Phone: 636-464-6600 ext #173 Fax: 636-464-1631	Y	0
21	Inside Radio 365 Union Street Littleton, NH 03561 Gene McKay ADS@INSIDERADIO.COM Phone: 800-248-4242	N	0

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22	Jefferson College 1000 Viking Drive Hillsboro, MO 63050 Christine Dalavaris CDALAVIR@JEFFCO.EDU Phone: 636-797-3000 Fax: 636-789-5103	Y	0
23	KSHE (FM), KIHT (FM), KPNT (FM), KFTK (FM) On-air announcements 800 Union Station St. Louis, MO 63103 Patti McMahon Phone: 314-613-7848 Fax: 314-621-3000	N	0
24	Lewis & Clark Community College 5800 Godfrey Road Godfrey, IL 62035 Mike Lemons MLEMONS@LC.EDU Phone: 618-468-4940 Fax: 618-466-7458	Y	0
25	Life Skills Foundation 10176 Corporate Square St. Louis, MO 63132 Jim Buntins Phone: 314-567-7705 Fax: 314-567-6539	N	0
26	Lincoln University 820 Chestnut Street - 304 Founders Hall Jefferson City, MO 65102 Ron Nelson NELSON@LINCOLNU.EDU Phone: 573-681-5162 Fax: 573-681-5165	Y	0
27	Lindenwood University 4209 South Kingshighway St. Charles, MO 63301 Dana Wehrli DWEHRLI@LINDENWOOD.EDU Phone: 636-949-2000 Fax: 636-949-4910	Y	1
28	Madison County Urban League 210 Williams Street Alton, IL 62002 Cjstl62@aol.com Phone: 618-463-1906 Fax: 618-463-9021	Y	0

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29	Maryville University 13550 Conway Road St. Louis, MO 63141 Gayle Dryden GDRYDEN@MARYVILLE.EDU Phone: 314-529-9375 Fax: 314-529-9923	Y	0
30	McKendree University 701 College Road Lebanon, IL 62254 Ashley D. Ray ADRAY@MCKENDREE.EDU Phone: 618-537-6805 Fax: 618-537-6523	Y	0
31	MERS Goodwill 1727 Locust Street St. Louis, MO 63103 Glenda Foster Phone: 314-241-3464	N	0
32	Mineral Area College PO Box 1000 Park Hills, MO 63601 Jenny Campbell, Career Placement Office jcampbell@visitworkforce.com Phone: 573-518-2198	Y	0
33	Missouri Baptist University 1 College Park Drive St. Louis, MO 63141 Kim Grey Grey@MOBap.Edu Phone: 314-392-2241 Fax: 314-392-2243	Y	0
34	Missouri Broadcasters Association PO Box 104445 1025 Northeast Drive Jefferson City, MO 65110-4445 Donald Hicks mba@mbaweb.org Phone: 573-636-6692 Fax: 573-634-8258	N	0
35	Missouri College 10121 Manchester St. Louis, MO 63122 Laverne Gillespie LGillespie@missouricollege.com Phone: 314-909-5557 Fax: 314-966-1270	Y	0

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36	Missouri Division of Vocational Rehab 9900 Page Avenue – Suite 104 St. Louis, MO 63132 Karen Klenke Phone: 314-877-1500 Fax: 314-877-1530	N	0
37	Missouri State University 901 South National Avenue Springfield, MO 65802 Marjorie Wieland CareerCenter@Missouristate.edu Phone: 417-836-5636	N	0
38	Missouri Tech 1167 Corporate Lake Drive St. Louis, MO 63132 Steve Willis Steve@MoTech.edu Phone: 314-569-3600 Fax: 569-1137	N	0
39	National Association of Broadcasters 1771 N. Street NW Washington, DC 20036 Michael McKinley Phone: 202-429-5300	N	0
40	Northwest Missouri State University 800 University Drive Maryville, MO 64468 Tanya Riley TMRiley@NWMissouri.EDU Phone: 660-562-1250 Fax: 660-562-1384	Y	0
41	Ohio/Illinois Centers for Broadcasting 9885 Rockside Rd Ste 160 Cleveland, OH 44125 Gary James, Nat'l Director of Placement gary@beonair.com Phone: 216-503-5900 ext. 1104	Y	0
42	Paraquad 311 North Lindbergh St. Louis, MO 63141 Telisa Martin Telisamartin@sbcglobal.net Phone: 314-567-1559 Fax: 314-567-1159	N	0

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43	Productive Futures 5225 Delmar Blvd St. Louis, MO 63108 Cecilia Nadel Prodfutr@stlouis.missouri.org Phone: 314-367-2522	Y	0
44	Radio Business & Television Business Report www.rbr.com www.tvbr.com www.mediaheadhunters.com	N	0
45	Ranken Technical College 4431 Finney St. Louis, MO 63113 Janie Summers JKSUMMERS@RANKEN.EDU Phone: 314-286-3665 Fax: 314-286-3612	N	0
46	Southeast Missouri State University One University Plaza - MS 1000 Cape Girardeau, MO 63701-4799 Warren Skinner, Asst Dir Career Linkage wskinner@semo.edu Phone: 573-651-2887 Fax: 573-651-2532	N	0
47	Southern Illinois University/Carbondale Dept of Radio & TV Mail Code 6609 Carbondale, IL 62901 Ken Kieller Phylisj@YAHOO.COM Phone: 618-536-7555 Fax: 618-453-6982	N	0
48	Southern Illinois University/Edwardsville Box 1620 Edwardsville, IL 62026 Susan Seibert SSeiber@siue.edu Phone: 618-650-3708 Fax: 618-650-3656	Y	0
49	Southwestern Illinois University 2500 Carlyle Avenue Belleville, IL 62221 Darlene Beisiegel Darlene.Beisiegel@swic.edu Phone: 618-235-2700	Y	0

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50	St. Charles Community College 4601 Mid Rivers Mall Drive St. Peters, MO 63376 Martha Toebben MToebben@stchas.edu Phone: 636-922-8243 Fax: 636-922-8251	Y	0
51	St. Louis Community College Missouri Career Center 7545 South Lindbergh Blvd St. Louis, MO 63125 Al Hauser, Business Services Liaison AHauser@stlcc.edu Phone: 314-416-2917 Fax: 314-416-1915	Y	0
52	St. Louis Job Corp 4333 Goodfellow St. Louis, MO 63120 Ms. Driver, Career Transition Manager Phone: 314-679-6200 Fax: 314-383-5717	N	0
53	St. Louis University 221 North Grand Blvd St. Louis, MO 63103 Wendy Blocker wblocker@slu.edu Phone: 314-977-2327	Y	1
54	St. Patrick's Center 800 11 th Street St. Louis, MO 63101 Ericka Buford Phone: 314-802-0700	N	0
55	Tech Skills 12647 Olive Blvd St. Louis, MO 63141 Kathy Rosenberger Phone: 314-878-1422 Fax: 314-878-2650	N	0
56	Tri-County Urban League 317 South MacArthur Highway Peoria, IL 61605 Annie Gordon AGordon@TCPUL.com Phone: 309-673-7474 Fax: 309-672-4366	N	0

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57	Truman State University McKinney Center Kirksville, MO 63501-4221 Lesa E. Ketterlinus Phone: 660-785-4353 Fax: 660-562-1384	N	0
58	University of Central Missouri Elliot Union 302 Warrensburg, MO 64093 Kathy Tierney, Career Services Office Tierney@UCMO.EDU Phone: 660-543-4985 Fax: 660-543-4668	Y	0
59	University of Missouri 101 Hill Hall Columbia, MO 65211 Michelle Bollinger, Career Coordinator bollingerme@missouri.edu Phone: 573-882-7772 Fax: 573-884-7108	N	0
60	University of Missouri-Kansas City 201 Student Services Bldg 4825 Troost Kansas City, MO 64110 Kelly Limpic Umkc-CareerServices@umkc.edu Phone: 816-235-1621 Fax: 816-235-5515	Y	0
61	University of Missouri – St. Louis 278 Millennium Student Center One University Blvd St. Louis, MO 63121 Emily Rapko McEneny, Asst Director Career Services Emily_rapko@umsl.edu Phone: 314-516-5100 Fax: 314-516-6535	Y	0
62	Urban League of StL 3701 Grandel Square St. Louis, MO 63108 Kim Love Phone: 314-615-3624 Fax: 314-531-4822	N	0

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63	Urban League of Metropolitan St. Louis 8960 Jennings Station Road St. Louis, MO 63136 Hollis R. Scales HScales@UrbanLeague-Stl.org Phone: 314-388-9840 #106 Fax: 314-388-9845	N	0
64	Vatterott College 8580 Evans - Suite A Berkeley, MO 63134 Allison Garegnani, Career Services Allison.Garegnani@vatterott-college.edu Phone: 314-264-1062 Fax: 314-264-1010	N	0
65	Veterans Assistance Commission 157 N. Main Street – Suite 115 Edwardsville, IL 62025-1963 Dave Bellm Phone: 618-296-4554 Fax: 618-692-8958	N	0
66	Webster University 470 East Lockwood St. Louis, MO 63119 CareerCN@Webster.edu Maureen Stroer Phone: 314-968-6979 Fax: 314-968-7478	Y	0
67	Careerbuilder.Com 200 N. LaSalle Chicago, IL 60611 Matthew Rathke Matthew.rathke@careerbuilder.com Phone: 773-527-6945	N	9
68	Google Based E-Quest Nikki Ortega Phone: 925-275-3593 www.google.com/base Nikki.ortega@equest.com	N	0
69	Indeed EQuest Nikki Ortega Phone: 925-275-3593 www.indeed.com Nikki.ortega@equest.com	N	7

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70	Media Recruiter www.mediarecruiter.com 20456 E. Orchard Place Centennial, CO 80016 Art Scott art@mediarecruiter.com Phone: 303-400-5150	N	0
71	Monster EQuest 500 E. 96 th Street - #200 Indianapolis, IN 46204 Eric Hepler 317-616-5672 Eric.Hepler@monster.com	N	0
72	Word of Mouth/Walk-In /Phone-In/Self Referral Unsolicited	N	0
TOTAL INTERVIEWEES DURING REPORTING PERIOD			90

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internships	<p>Emmis Communications St. Louis Radio Stations maintain an ongoing internship program for the benefit of college students. Undergraduate students enrolled in a “for credit” program with their schools are given the opportunity for hands-on experience at one of Emmis St. Louis’ radio stations. Every effort is made to assign interns to a station department that matches his or her career aspirations or focus of study. Interns assist the station staff in most areas of the radio station. Students are regularly monitored and evaluated by station staff.</p> <p>During the reporting period, 21 students participated in Emmis St. Louis’ Internship Program as follows:</p> <p>Fall Semester 2010: 5 students interned 2–Technical, 1-Digital, 1-Creative, 1-KFTK “Allman in the Morning” show</p> <p>Spring Semester 2011: 1 student interned 1-KFTK “Allman in the Morning” show</p> <p>Summer Semester 2011: 15 student interns 1-KFTK “Allman in the Morning” show, 1-Dave Glover afternoon show, 2-Community Outreach Dept., 1-Digital Dept., 1-Emmis Marketing Group, 1-National Sales Dept., 2-Emmis Creative Dept., 6-Promotion Dept.</p>
2	Participated in event or program sponsored by community group relating to career opportunities in broadcasting	<p>On October 20, 2010, our SEU staff members hosted 10 students from the St. Louis Job Corps program for a 2-hour educational and informational visit to explore careers in broadcasting. Sessions were held with Emmis Creative, Marketing, Programming, Administrative and Continuity departments.</p>
3	Participated in event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	<p>On November 9, 2010, our SEU participated in a webinar for St. Louis University-John Cook School of Business. Emmis’ Senior Vice President was the feature speaker and spoke with students about broadcasting and the careers available in the industry.</p>
4	Participated in event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	<p>On March 3, 2011, our SEU staff members hosted a Southern Illinois University – Edwardsville broadcasting/communications student to job-shadow our KPNT Midday Host. KPNT Mid-day host and Creative Director met with the student to discuss broadcasting and answer questions.</p>

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5	Participated in event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	On March 7, 2011, our SEU staff members hosted Principia College broadcast engineering students for a tour of the facility and a Q&A session with Emmis engineering staff and IT department.
6	Participated in event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	On March 10, 2011, our SEU participated in the annual Scholastic Journalism Conference held at Webster University. KPNT Afternoon-drive co-host spoke to students about career opportunities and key skill sets desired and/or needed for potential long-term careers.
7	Participated in job fair	On March 10, 2011, our SEU participated in the St. Louis Community College Career Fair at Meramec in Kirkwood, MO. Emmis Public and Community Relations Director and KPNT Sales Manager offered information about Emmis Communications Corporation as well as job postings located on the company website.
8	Participated in job fair	On March 15, 2011 our SEU participated in the Harris Stowe State University Annual Career Fair. Emmis Public and Community Relations Director provided information about current job postings.
9	Participated in event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	On May 11, 2011, our SEU hosted a senior student from Ritenour High School for a job – shadowing opportunity with KPNT programming department. Participants discussed job opportunities and key skills sets needed for a career in the broadcasting industry.
10	Participated in event or program sponsored by educational institution(s) relating to career opportunities in broadcasting	On May 24, 2011, our SEU hosted a senior student from Mary Institute Country Day School (MICDS) for a job-shadowing/Q&A. KFTK PM Drive air-talent and KFTK PM drive discussed job opportunities and key skills sets needed for a career in broadcasting.
11	Participated in job fair	On June 6, 2011, our SEU participated in the 6 th Annual Congressional Career Fair held at Harris Stowe University, MO. Public and Community Relations Director offered information about the company and available positions posted on our website.