

EEO PUBLIC FILE REPORT

Viper Communications, Inc.

A. Employment Unit Covered:

KRMS-AM / KMYK-FM

B. Reporting Period:

October 1, 2019 to October 1, 2020

C. Full-Time Vacancies Filled During Reporting Period: 1

Job Title	Date Filled	Positions
News Director	3/24/2020	1

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy: 1

Job Title	Date Filled	Hire Source	Recruitment Source
News Director	3/24/2020	All Access.com	All Access.com

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 1

F. Total Number of Interviewees for All Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: 1

Recruitment Source	Number of Interviewees Referred
KRMS/KMYK/WENG Radio Ads	0
Lebanon Daily Newspaper	0
Referral/Internal/Promotion	0
Mail Campaign	0
Herald Tribune	0
Job Fair	0
Cable TV – On Media	0
Walk-in	0
Lakejobs.com	0
Allaccess.com	1
Walkin	0

During the period, the Unit hired 1 full-time person, a news director, for KRMS and KMYK. The stations’ news department has only one, full-time news employee and that person is given the title of news director although the position does not include supervisory duties of other full-time employees. The Unit recruited for this position but the normal recruiting usually done by the unit was not possible because of Covid. The previous news director had a stroke and remains incapacitated. This medical emergency happened at the start of the Covid problem. Because the Covid crisis was growing quickly, the unit believed that it was essential to fill this position immediately in order to keep the community informed about the crisis. The unit was very hesitant to interview multiple candidates because of the possibility of infection and recruited through “All Access.com”. That source produced a qualified candidate who was hired. When the Covid crisis subsides, the unit will resume its normal, thorough recruiting for each new full-time position.

OUTREACH ACTIVITIES

October 1, 2019 through October 1, 2020

The unit has selected the following outreach initiatives:

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

The unit hosted one job fair during the previous period, in September, 2019. The unit did not hold a job fair, this year, because station staff believed that it was unsafe to do so. Job fairs will resume after the Covid crisis has passed.

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

During this past year, the management of Viper Communications, Inc. continued its training of management personnel by studying the book, EEO Law and Personnel Practices by Arthur Gutman. Kenneth Kuenzie, Carolyn Warnebold and Dennis Klautzer studied “Discrimination Based on Race and color: Protected Classes”.”

3. Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.

Viper has designed its own Outreach Initiative designed to be more appropriate to its central Missouri location. Specifically, Viper has designed an “Open House” program whereby it invites members of the community to visit the stations on Open House Day to see the facilities, talk with management, owners and talent and to discuss careers with the staff. The Open House for KRMS/KMYK was held, this year, on June 3, 2020. The Governor of Missouri opened the State in late May making the Open House for 2020 possible. Two people attended and station management and staff were present. The event was supported by advertising on the stations, and a mailing to community groups.

In addition to these outreach initiatives, the unit also aired Public Notice Press Releases and mailed notices to each of the community groups on its list. These notices were published twice during the year to notify the public that the stations seek involvement from community groups regarding its recruitment efforts. One community group responded and that group regularly receives information from the unit regarding full-time job openings.

Public Notice Press Releases and Mailings

VIPER COMMUNICATIONS, INC.

KRMS KMYK

5715 Osage Beach Parkway
Osage Beach, Missouri 65065
(573) 348-2772

PRESS RELEASE

11/25/19

RADIO STATIONS KRMS AND KMYK, ANNOUNCED TODAY THAT
IN KEEPING WITH THE RULES AND REGULATIONS OF THE
FEDERAL COMMUNICATIONS COMMISSION,
IT IS SEEKING TO INVOLVE QUALIFIED COMMUNITY GROUPS
IN THE DISSEMINATION OF ALL JOB VAVANCY INFORMATION
AT KRMS AND KMYK.

IF YOU'RE QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU
WOULD LIKE TO BE KEPT INFORMED OF ALL FUTURE JOB OPENINGS AT
KRMS AND KMYK, SIMPLY CONTACT, CAROLYN WARNEBOD AT:
PO BOX 225, OSAGE BEACH, MISSOURI 65065. THE STATION WILL PUT
YOUR GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL
AUTOMATICALLY RECEIVE YOUR NOTIFICATION OF ALL FUTURE FULL
TIME JOB VACANCIES AT KRMS AND KMYK

Community Outreach Mailing

11/25/2019

KRMS KMYK

Service for Independent Living
1401 Hathman Place
Columbia, Mo. 65201

National Newspaper Publishers Assoc.
3200 13th Street NW
Washington, DC 20010

Phillip Merrill College Journalism
University of Maryland
2200A Knight Hall
College Park, MD 20742

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

St. Louis Post Dispatch
900 N. Tucker
St. Louis, Missouri 63101

Columbia Missourian
221 South 8th St
Columbia, Mo. 65201

Columbia Vet Center
4040 Rangeline St.
Columbia, Mo. 65202

ACT Services for Students with Disabilities
220 Burlington
Columbia, Mo. 65202

Urban League of Metro St. Louis
8960 Jennings Station Road
St. Louis, Mo. 63136

USC Annenberg School of Journalism
727 W. 27th St.
Los Angeles, Ca 90089

Tribune Media Careers
435 N. Michigan Ave
Chicago, Illinois 60611

Lewis & Clark Community College
5800 Godfrey Rd
BA 2418
Godfrey, IL 62035

NAACP Jefferson City
Po Box 104221
Jefferson City, Mo. 65110

Valparaiso University
1809 Chapel Drive
Valparaiso, IN 46383

Lake Sun Newspaper
918 N. Business RT 5
Camdenton, Missouri 65020

ITT Technical Institute
3640 Corporate Trail Drive
Earth City, Mo. 63045

American Broadcasting School
712 N. Watson Rd Ste 200
Arlington, TX 76011

Ohio & Illinois Center for Broadcasting
53 S. State St
Chicago, IL 60605

VIPER COMMUNICATIONS, INC.

KRMS KMYK

5715 Osage Beach Parkway
Osage Beach, Missouri 65065
(573) 348-2772

PRESS RELEASE

May 27 2020

RADIO STATIONS KRMS AND KMYK, ANNOUNCED TODAY THAT
IN KEEPING WITH THE RULES AND REGULATIONS OF THE
FEDERAL COMMUNICATIONS COMMISSION,
IT IS SEEKING TO INVOLVE QUALIFIED COMMUNITY GROUPS
IN THE DISSEMINATION OF ALL JOB VAVANCY INFORMATION
AT KRMS AND KMYK.

IF YOU'RE QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU
WOULD LIKE TO BE KEPT INFORMED OF ALL FUTURE JOB OPENINGS AT
KRMS AND KMYK, SIMPLY CONTACT, CAROLYN WARNEBOD AT:
PO BOX 225, OSAGE BEACH, MISSOURI 65065. THE STATION WILL PUT
YOUR GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL
AUTOMATICALLY RECEIVE YOUR NOTIFICATION OF ALL FUTURE FULL
TIME JOB VACANCIES AT KRMS AND KMYK

COMMUNITY OUTREACH MAILING

May 27, 2020
KRMS KMYK

Drury College
900 North Benton Ave
Springfield, Mo. 65802

Jefferson City News Tribune
Po Box 420
Jefferson City, Mo. 65101

Lake Sun Newspaper
918 N. Business RT 5
Camdenton, Missouri 65020

Murray State University
801 Fine Arts
Murray, KY 42071

US Army Wounded Warrior Program
200 Stovall St
Room 7N53
Alexandria, VA 22332

St. Louis Post-Dispatch Newspaper
900 N. Tucker
St. Louis, Missouri 63101

Ranken Technical College
4431 Finney Avenue
St. Louis, Missouri 63113

Park University
8700 NW River Park Dr
Parkville, Mo. 64152

Emma Brown Foundation for Minority Interest In Media
1299 Pennsylvania Ave
NW 9th Floor
Washington, DC 20004

Florida A&M University
100 Student Union Plaza
Tallahassee, Fl 32307

Near Southside Employment Coalition
2649 Pestalozzi
St. Louis, Missouri 63118

Veterans Assistance Commission
Madison County Admin Bldg
157 Main Street Suite 115
Edwardsville, Ill 62025

United Minority Media Assn
5511 Woodland Ave.
Suite 1
Kansas City, Mo. 64110

National Black MBA Association
Po Box 5296
St. Louis, Missouri 63115

Latino Employment Center
2000 14th Street NW
Washington, DC 20009

Columbia Missourian Newspaper
221 South 8th St
Columbia, Mo. 65201

Black Economic Union
1601 East 18th Street Suite 300
Kansas City, Mo. 64180

KRMS-AM
 VIPER COMMUNICATIONS
 5715 Osage Beach Parkway
 P.O. BOX 225
 Osage Beach, Missouri 65065

AFFIDAVIT OF PERFORMANCE
 Calendar Period: 10/1/2019 - 9/21/2020
 Account #: 795

EEO
 Care Of
 Address
 Address
 OSAGE BEACH, MO 65065
 |||||

Product: COMMUNITY GROUP - KRMS Script: 7953A (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
01-Oct-19	7:28:30 AM	\$0.00	15-Oct-19	7:29:00 AM	\$0.00	01-Nov-19	7:30:00 AM	\$0.00
15-Nov-19	7:29:00 AM	\$0.00	01-Dec-19	12:32:00 PM	\$0.00	15-Dec-19	12:31:00 PM	\$0.00
01-Jan-20	7:30:00 AM	\$0.00	15-Jan-20	7:29:00 AM	\$0.00	01-Feb-20	11:17:00 AM	\$0.00
15-Feb-20	11:18:30 AM	\$0.00	01-Mar-20	12:32:00 PM	\$0.00	15-Mar-20	12:32:00 PM	\$0.00
01-Apr-20	7:28:30 AM	\$0.00	15-Apr-20	7:30:00 AM	\$0.00	01-May-20	7:30:00 AM	\$0.00
15-May-20	7:30:00 AM	\$0.00	01-Jun-20	2:30:30 PM	\$0.00	15-Jun-20	8:29:00 AM	\$0.00
01-Jul-20	1:32:30 PM	\$0.00	15-Jul-20	1:32:00 PM	\$0.00	01-Aug-20	11:19:00 AM	\$0.00
13-Aug-20	11:32:00 AM	\$0.00	13-Aug-20	3:34:00 PM	\$0.00	14-Aug-20	9:15:30 AM	\$0.00
14-Aug-20	3:47:30 PM	\$0.00	15-Aug-20	6:29:00 AM	\$0.00	01-Sep-20	8:45:00 AM	\$0.00
15-Sep-20	8:45:30 AM	\$0.00						

This announcement was broadcast 28 time(s) as entered in the station's program log.

28 SPOT(S) AT A RATE OF \$0.00 = \$0.00
 Gross Total: \$0.00 Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.
 Subscribed and sworn to before me on this 21st day of September, 2020

Linda Anne Hawkinson
 Notary Public
 ANNE HAWKINSON
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Franklin County
 My Commission Expires: Oct. 14, 2022
 Commission # 18004800

[Signature]
 Station Official
 Viper Communications, Inc.

KRMS-AM
VIPER COMMUNICATIONS
5715 Osage Beach Parkway
P.O. BOX 225
Osage Beach, Missouri 65065
Phone:573-348-2772 Fax:573-348-2779

ANA.RAB Radio 'Tear Sheet'
Procedure. Form at bottom
of sheet indicates which
copy ran.

Client: EEO

Account #: 795

Script: 7953A - COMMUNITY GROUP - KRMS
Start Date 10/1/2019 - Stop Date 9/21/2020

Duration :30

1 RADIO STATION KRMS IN KEEPING WITH THE RULES AND REGULATIONS OF THE FCC IS SEEKING TO
2 INVOLVE QUALIFIED COMMUNITY GROUPS IN DISSEMINATION OF ALL JOB VACANCY INFORMATION AT
3 STATION KRMS. IF YOUR QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU WOULD LIKE TO BE KEPT
4 INFORMED OF ALL FULL TIME JOB OPENINGS AT RADIO STATION KRMS SIMPLY CONTACT CAROLYN
5 WARNEBOLD AT 5715 OSAGE BEACH PARKWAY, OSAGE BEACH, MO 65065. THE STATION WILL PUT YOUR
6 GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATION
7 OF ALL FUTURE FULL TIME JOB VACANCIES AT KMYK.

8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

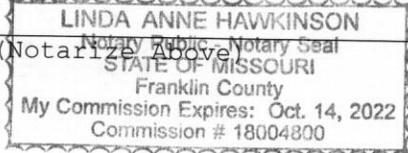
STATION DOCUMENTATION STATEMENT APPROVED BY THE CO-OPERATIVE ADVERTISING COMMITTEE OF THE
ASSOCIATION OF NATIONAL ADVERTISERS

This announcement was broadcast 28 time(s) as entered in the station's program log. The times
this announcement was broadcast were billed to this station's client on our invoice as follows:

28 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Linda Anne Hawkinson

Grand Total: \$0.00



[Signature]
Station Official
Viper Communications, Inc.

KMYK-FM 93.5 Rocks the Lake
 VIPER COMMUNICATIONS
 5715 Osage Beach Parkway
 P.O. BOX 225
 Osage Beach, Missouri 65065

AFFIDAVIT OF PERFORMANCE
 Calendar Period: 10/1/2019 - 9/21/2020
 Account #: 795

EEO
 Care Of
 Address
 Address
 OSAGE BEACH, MO 65065
 |||||

Product: COMMUNITY GROUP-KMYK Script: 7953P (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
01-Oct-19	9:55:25 AM	\$0.00	15-Oct-19	9:54:50 AM	\$0.00	01-Nov-19	9:54:15 AM	\$0.00
15-Nov-19	9:54:15 AM	\$0.00	01-Dec-19	6:26:10 AM	\$0.00	15-Dec-19	6:26:10 AM	\$0.00
01-Jan-20	9:55:25 AM	\$0.00	15-Jan-20	9:54:55 AM	\$0.00	01-Feb-20	8:26:00 AM	\$0.00
15-Feb-20	8:27:55 AM	\$0.00	01-Mar-20	6:27:30 AM	\$0.00	15-Mar-20	6:26:50 AM	\$0.00
01-Apr-20	9:54:55 AM	\$0.00	15-Apr-20	9:54:50 AM	\$0.00	01-May-20	9:54:55 AM	\$0.00
15-May-20	9:55:25 AM	\$0.00	01-Jun-20	9:54:55 AM	\$0.00	15-Jun-20	9:54:15 AM	\$0.00
01-Jul-20	6:52:00 AM	\$0.00	15-Jul-20	6:22:40 AM	\$0.00	01-Aug-20	8:54:30 AM	\$0.00
13-Aug-20	9:41:30 AM	\$0.00	13-Aug-20	5:11:15 PM	\$0.00	14-Aug-20	9:43:40 AM	\$0.00
14-Aug-20	5:35:10 PM	\$0.00	15-Aug-20	8:54:15 AM	\$0.00	01-Sep-20	6:22:40 AM	\$0.00
15-Sep-20	7:20:40 AM	\$0.00						

This announcement was broadcast 28 time(s) as entered in the station's program log.

28 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 21st day of September, 2020

Linda Anne Hawkinson
 LINDA ANNE HAWKINSON
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Franklin County
 My Commission Expires: Oct. 14, 2022
 Commission # 18004800

[Signature]
 Station Official
 Viper Communications, Inc.

KMYK-FM 93.5 Rocks the Lake
VIPER COMMUNICATIONS
5715 Osage Beach Parkway
P.O. BOX 225
Osage Beach, Missouri 65065
Phone: 573-348-2772 Fax: 573-348-2779

ANA.RAB Radio 'Tear Sheet'
Procedure. Form at bottom
of sheet indicates which
copy ran.

Client: EEO

Account #: 795

Script: 7953P - COMMUNITY GROUP-KMYK
Start Date 10/1/2019 - Stop Date 9/21/2020

Duration :30

1 RADIO STATION KMYK IN KEEPING WITH THE RULES AND REGULATIONS OF THE FCC IS SEEKING TO
2 INVOLVE QUALIFIED COMMUNITY GROUPS IN DISSEMINATION OF ALL JOB VACANCY INFORMATION AT
3 STATION KMYK. IF YOUR QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU WOULD LIKE TO BE KEPT
4 INFORMED OF ALL FULL TIME JOB OPENINGS AT RADIO STATION KMYK SIMPLY CONTACT CAROLYN
5 WARNEBOLD AT 5715 OSAGE BEACH PARKWAY, OSAGE BEACH, MO 65065. THE STATION WILL PUT YOUR
6 GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATION
7 OF ALL FUTURE FULL TIME JOB VACANCIES AT KMYK.

8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

STATION DOCUMENTATION STATEMENT APPROVED BY THE CO-OPERATIVE ADVERTISING COMMITTEE OF THE
ASSOCIATION OF NATIONAL ADVERTISERS

This announcement was broadcast 28 time(s) as entered in the station's program log. The times
this announcement was broadcast were billed to this station's client on our invoice as follows:

28 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Grand Total: \$0.00

Linda Anne Hawkins

Notary Public - Notary Seal
Linda Anne Hawkins
STATE OF MISSOURI
Franklin County
My Commission Expires: Oct. 14, 2022
Commission # 18004800

[Signature]
Station Official
Viper Communications, Inc.

THE COVE 98.7
Viper Communications, inc
5715 Osage Beach Parkway
Address
Osage Beach, Missouri 65065
Phone:573-348-2772 Fax:573-348-2779

ANA.RAB Radio 'Tear Sheet'
Procedure. Form at bottom
of sheet indicates which
copy ran.

Client: EEO

Account #: 795

Script: 7953P - COMMUNITY GROUP-KMYK

Start Date 10/1/2019 - Stop Date 9/21/2020

Duration :30

1 RADIO STATION KMYK IN KEEPING WITH THE RULES AND REGULATIONS OF THE FCC IS SEEKING TO
2 INVOLVE QUALIFIED COMMUNITY GROUPS IN DISSEMINATION OF ALL JOB VACANCY INFORMATION AT
3 STATION KMYK. IF YOUR QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU WOULD LIKE TO BE KEPT
4 INFORMED OF ALL FULL TIME JOB OPENINGS AT RADIO STATION KMYK SIMPLY CONTACT CAROLYN
5 WARNEBOLD AT 5715 OSAGE BEACH PARKWAY, OSAGE BEACH, MO 65065. THE STATION WILL PUT YOUR
6 GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATION
7 OF ALL FUTURE FULL TIME JOB VACANCIES AT KMYK.

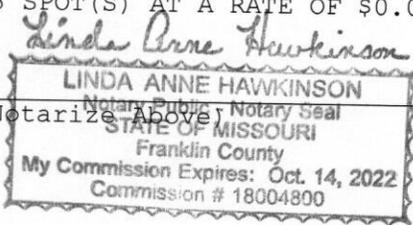
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

STATION DOCUMENTATION STATEMENT APPROVED BY THE CO-OPERATIVE ADVERTISING COMMITTEE OF THE
ASSOCIATION OF NATIONAL ADVERTISERS

This announcement was broadcast 28 time(s) as entered in the station's program log. The times
this announcement was broadcast were billed to this station's client on our invoice as follows:

28 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Grand Total: \$0.00



[Signature]
Station Official
VIPER COMMUNICATIONS, INC.

CLASSIC COUNTRY 104.9
VIPER COMMUNICATIONS
5715 Osage Beach Parkway
P.O. Box 225
Osage Beach, MO 65065
Phone: 573-348-2772 Fax: 573-348-2779

ANA.RAB Radio 'Tear Sheet'
Procedure. Form at bottom
of sheet indicates which
copy ran.

Client: EEO

Account #: 795

Script: 7953P - COMMUNITY GROUP-KMYK
Start Date 10/1/2019 - Stop Date 9/21/2020

Duration : 30

1 RADIO STATION KMYK IN KEEPING WITH THE RULES AND REGULATIONS OF THE FCC IS SEEKING TO
2 INVOLVE QUALIFIED COMMUNITY GROUPS IN DISSEMINATION OF ALL JOB VACANCY INFORMATION AT
3 STATION KMYK. IF YOUR QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU WOULD LIKE TO BE KEPT
4 INFORMED OF ALL FULL TIME JOB OPENINGS AT RADIO STATION KMYK SIMPLY CONTACT CAROLYN
5 WARNEBOLD AT 5715 OSAGE BEACH PARKWAY, OSAGE BEACH, MO 65065. THE STATION WILL PUT YOUR
6 GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATION
7 OF ALL FUTURE FULL TIME JOB VACANCIES AT KMYK.

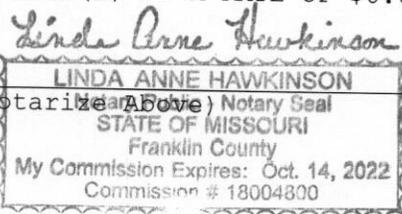
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

STATION DOCUMENTATION STATEMENT APPROVED BY THE CO-OPERATIVE ADVERTISING COMMITTEE OF THE
ASSOCIATION OF NATIONAL ADVERTISERS

This announcement was broadcast 28 time(s) as entered in the station's program log. The times
this announcement was broadcast were billed to this station's client on our invoice as follows:

28 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Grand Total: \$0.00



[Signature]
Station Official
Viper Communications, Inc.

Open House

VIPER COMMUNICATIONS, INC.

KRMS KMYK

5715 Osage Beach Parkway
Osage Beach, Missouri 65065
(573) 348-2772

PRESS RELEASE

May 27, 2020

OPEN HOUSE

Make plans to attend our Open House on Wednesday
June 3, 2020 from 10am – Noon
We are located at 5715 Osage Beach Parkway
In Osage Beach, Missouri

Tour our facility, discuss jobs in the broadcast field, ask questions,
find out about jobs available in the radio industry and meet our staff.

Open House Mailing

May 27, 2020
KRMS KMYK

Drury College
900 North Benton Ave
Springfield, Mo. 65802

Jefferson City News Tribune
Po Box 420
Jefferson City, Mo. 65101

Lake Sun Newspaper
918 N. Business RT 5
Camdenton, Missouri 65020

Murray State University
801 Fine Arts
Murray, KY 42071

US Army Wounded Warrior Program
200 Stovall St
Room 7N53
Alexandria, VA 22332

St. Louis Post-Dispatch Newspaper
900 N. Tucker
St. Louis, Missouri 63101

Ranken Technical College
4431 Finney Avenue
St. Louis, Missouri 63113

Park University
8700 NW River Park Dr
Parkville, Mo. 64152

Emma Brown Foundation for Minority Interest In Media
1299 Pennsylvania Ave
NW 9th Floor
Washington, DC 20004

Florida A&M University
100 Student Union Plaza
Tallahassee, Fl 32307

Near Southside Employment Coalition
2649 Pestalozzi
St. Louis, Missouri 63118

Veterns Assistance Commission
Madison County Admin Bldg
157 Main Street Suite 115
Edwardsville, Ill 62025

United Minority Media Assn
5511 Woodland Ave.
Suite 1
Kansas City, Mo. 64110

National Black MBA Association
Po Box 5296
St. Louis, Missouri 63115

Latino Employment Center
2000 14th Street NW
Washington, DC 20009

Columbia Missourian Newspaper
221 South 8th St
Columbia, Mo. 65201

Black Economic Union
1601 East 18th Street Suite 300
Kansas City, Mo. 64180

KRMS-AM
 VIPER COMMUNICATIONS
 5715 Osage Beach Parkway
 P.O. BOX 225
 Osage Beach, Missouri 65065

AFFIDAVIT OF PERFORMANCE
 Calendar Period: 5/27/2020 - 6/3/2020
 Account #: 795

EEO
 Care Of
 Address
 Address
 OSAGE BEACH, MO 65065
 |||

Product: EEO-OPEN HOUSE Script: 7953Z (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
27-May-20	9:35:00 AM	\$0.00	27-May-20	11:30:00 AM	\$0.00	27-May-20	12:58:00 PM	\$0.00
27-May-20	1:47:00 PM	\$0.00	27-May-20	6:58:00 PM	\$0.00	28-May-20	7:18:00 AM	\$0.00
28-May-20	7:30:00 AM	\$0.00	28-May-20	10:17:10 AM	\$0.00	28-May-20	11:32:30 AM	\$0.00
28-May-20	3:32:15 PM	\$0.00	28-May-20	6:32:30 PM	\$0.00	29-May-20	6:29:40 AM	\$0.00
29-May-20	8:19:15 AM	\$0.00	29-May-20	9:17:30 AM	\$0.00	29-May-20	9:50:00 AM	\$0.00
29-May-20	10:50:00 AM	\$0.00	29-May-20	11:55:45 AM	\$0.00	30-May-20	6:16:00 AM	\$0.00
30-May-20	6:55:50 AM	\$0.00	30-May-20	7:51:00 AM	\$0.00	30-May-20	8:45:00 AM	\$0.00
30-May-20	9:15:30 AM	\$0.00	30-May-20	9:50:00 AM	\$0.00	31-May-20	6:31:10 AM	\$0.00
31-May-20	6:42:00 AM	\$0.00	31-May-20	7:20:00 AM	\$0.00	31-May-20	11:47:10 AM	\$0.00
31-May-20	11:57:50 AM	\$0.00	31-May-20	5:50:30 PM	\$0.00	01-Jun-20	6:46:00 AM	\$0.00
01-Jun-20	7:17:00 AM	\$0.00	01-Jun-20	8:07:00 AM	\$0.00	01-Jun-20	9:06:40 AM	\$0.00
01-Jun-20	9:50:00 AM	\$0.00	01-Jun-20	10:35:00 AM	\$0.00	02-Jun-20	6:29:40 AM	\$0.00
02-Jun-20	7:04:30 AM	\$0.00	02-Jun-20	7:47:45 AM	\$0.00	02-Jun-20	9:50:30 AM	\$0.00
02-Jun-20	10:50:00 AM	\$0.00	02-Jun-20	11:32:00 AM	\$0.00	03-Jun-20	6:29:40 AM	\$0.00
03-Jun-20	7:04:30 AM	\$0.00	03-Jun-20	7:45:30 AM	\$0.00	03-Jun-20	8:19:15 AM	\$0.00
03-Jun-20	9:06:40 AM	\$0.00	03-Jun-20	9:50:00 AM	\$0.00			

This announcement was broadcast 47 time(s) as entered in the station's program log.

47 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 3d day of June, 2020

Linda Anne Hawkinson
 LINDA ANNE HAWKINSON
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Franklin County
 My Commission Expires: Oct. 14, 2022
 Commission # 18004800

[Signature]
 Station Official
 Viper Communications, Inc.

KRMS-AM
VIPER COMMUNICATIONS
5715 Osage Beach Parkway
P.O. BOX 225
Osage Beach, Missouri 65065
Phone: 573-348-2772 Fax: 573-348-2779

ANA.RAB Radio 'Tear Sheet'
Procedure. Form at bottom
of sheet indicates which
copy ran.

Client: EEO

Account #: 795

Script: 7953Z - EEO-OPEN HOUSE

Start Date 5/27/2020 - Stop Date 6/3/2020 Duration :30

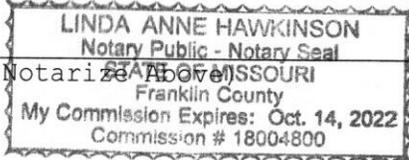
- 1 OPEN HOUSE on 6/3/20
- 2 7953Z
- 3 5/27/20-6/3/20
- 4 KRMS, 93.5 Rocks and Classic Country 104.9 invites you to our open house
- 5 on Wednesday, June Third, from 10am to Noon here at 5715 Osage Beach Parkway, in Osage
- 6 Beach.
- 7 Tour our facility, discuss jobs in the broadcast field and meet our staff.
- 8 That's Wednesday, June Third, from 10am to Noon. at 5715 Osage Beach Parkway in
- 9 Osage Beach.
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
- 30

STATION DOCUMENTATION STATEMENT APPROVED BY THE CO-OPERATIVE ADVERTISING COMMITTEE OF THE
ASSOCIATION OF NATIONAL ADVERTISERS

This announcement was broadcast 47 time(s) as entered in the station's program log. The times
this announcement was broadcast were billed to this station's client on our invoice as follows:

47 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Grand Total: \$0.00



[Signature]
Station Official
Viper Communications, Inc.

KMYK-FM 93.5 Rocks the Lake
 VIPER COMMUNICATIONS
 5715 Osage Beach Parkway
 P.O. BOX 225
 Osage Beach, Missouri 65065

AFFIDAVIT OF PERFORMANCE
 Calendar Period: 5/27/2020 - 6/3/2020
 Account #: 795

EEO
 Care Of
 Address
 Address
 OSAGE BEACH, MO 65065
 |||

Product: EEO-OPEN HOUSE Script: 7953Z (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
27-May-20	7:05:00 AM	\$0.00	27-May-20	11:06:00 AM	\$0.00	27-May-20	1:05:00 PM	\$0.00
27-May-20	3:38:00 PM	\$0.00	27-May-20	7:20:00 PM	\$0.00	28-May-20	6:32:00 AM	\$0.00
28-May-20	7:10:00 AM	\$0.00	28-May-20	8:11:15 AM	\$0.00	28-May-20	9:09:00 AM	\$0.00
28-May-20	10:09:00 AM	\$0.00	28-May-20	11:27:55 AM	\$0.00	29-May-20	6:32:00 AM	\$0.00
29-May-20	7:10:00 AM	\$0.00	29-May-20	8:10:15 AM	\$0.00	29-May-20	9:09:00 AM	\$0.00
29-May-20	10:09:00 AM	\$0.00	29-May-20	11:25:00 AM	\$0.00	30-May-20	6:25:00 AM	\$0.00
30-May-20	6:55:25 AM	\$0.00	30-May-20	8:41:30 AM	\$0.00	30-May-20	9:55:25 AM	\$0.00
30-May-20	10:53:45 AM	\$0.00	30-May-20	11:25:00 AM	\$0.00	31-May-20	6:42:00 AM	\$0.00
31-May-20	7:12:30 AM	\$0.00	31-May-20	7:43:30 AM	\$0.00	31-May-20	8:15:50 AM	\$0.00
31-May-20	12:43:00 PM	\$0.00	31-May-20	7:11:40 PM	\$0.00	01-Jun-20	6:22:40 AM	\$0.00
01-Jun-20	7:20:40 AM	\$0.00	01-Jun-20	7:52:15 AM	\$0.00	01-Jun-20	8:22:55 AM	\$0.00
01-Jun-20	10:25:00 AM	\$0.00	01-Jun-20	10:55:25 AM	\$0.00	02-Jun-20	6:22:25 AM	\$0.00
02-Jun-20	6:52:30 AM	\$0.00	02-Jun-20	8:22:55 AM	\$0.00	02-Jun-20	9:54:55 AM	\$0.00
02-Jun-20	10:25:00 AM	\$0.00	02-Jun-20	11:09:00 AM	\$0.00	03-Jun-20	6:10:00 AM	\$0.00
03-Jun-20	7:21:50 AM	\$0.00	03-Jun-20	7:52:15 AM	\$0.00	03-Jun-20	8:22:55 AM	\$0.00
03-Jun-20	9:26:10 AM	\$0.00	03-Jun-20	9:41:30 AM	\$0.00			

This announcement was broadcast 47 time(s) as entered in the station's program log.

47 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 3d day of June, 2020

Linda Anne Hawkinson
 LINDA ANNE HAWKINSON
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Franklin County
 My Commission Expires: Oct. 14, 2022
 Commission # 18004800

[Signature]
 Station Official
 Viper Communications, Inc.

KMYK-FM 93.5 Rocks the Lake
VIPER COMMUNICATIONS
5715 Osage Beach Parkway
P.O. BOX 225
Osage Beach, Missouri 65065
Phone: 573-348-2772 Fax: 573-348-2779

ANA.RAB Radio 'Tear Sheet'
Procedure. Form at bottom
of sheet indicates which
copy ran.

Client: EEO

Account #: 795

Script: 7953Z - EEO-OPEN HOUSE

Start Date 5/27/2020 - Stop Date 6/3/2020 Duration :30

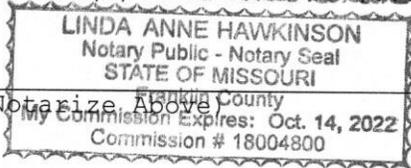
- 1 OPEN HOUSE on 6/3/20
- 2 7953Z
- 3 5/27/20-6/3/20
- 4 KRMS, 93.5 Rocks and Classic Country 104.9 invites you to our open house
- 5 on Wednesday, June Third, from 10am to Noon here at 5715 Osage Beach Parkway, in Osage
- 6 Beach.
- 7 Tour our facility, discuss jobs in the broadcast field and meet our staff.
- 8 That's Wednesday, June Third, from 10am to Noon. at 5715 Osage Beach Parkway in
- 9 Osage Beach.
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
- 30

STATION DOCUMENTATION STATEMENT APPROVED BY THE CO-OPERATIVE ADVERTISING COMMITTEE OF THE
ASSOCIATION OF NATIONAL ADVERTISERS

This announcement was broadcast 47 time(s) as entered in the station's program log. The times
this announcement was broadcast were billed to this station's client on our invoice as follows:

47 *Spots* *Rate* *of* *\$0.00* = \$0.00

Grand Total: \$0.00



[Signature]
Station Official
Viper Communications, Inc.

CLASSIC COUNTRY 104.9
 VIPER COMMUNICATIONS
 5715 Osage Beach Parkway
 P.O. Box 225
 Osage Beach, MO 65065

AFFIDAVIT OF PERFORMANCE
 Calendar Period: 5/27/2020 - 6/3/2020
 Account #: 795

EEO
 Care Of
 Address
 Address
 OSAGE BEACH, MO 65065
 |||

Product: EEO-OPEN HOUSE Script: 7953Z (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
27-May-20	6:37:00 AM	\$0.00	27-May-20	9:10:00 AM	\$0.00	27-May-20	12:37:00 PM	\$0.00
27-May-20	3:09:00 PM	\$0.00	27-May-20	9:37:00 PM	\$0.00	28-May-20	6:37:00 AM	\$0.00
28-May-20	7:09:00 AM	\$0.00	28-May-20	7:39:30 AM	\$0.00	28-May-20	8:38:00 AM	\$0.00
28-May-20	9:24:30 AM	\$0.00	28-May-20	10:10:00 AM	\$0.00	29-May-20	6:37:00 AM	\$0.00
29-May-20	7:09:00 AM	\$0.00	29-May-20	7:39:30 AM	\$0.00	29-May-20	8:37:00 AM	\$0.00
29-May-20	9:24:30 AM	\$0.00	29-May-20	10:09:00 AM	\$0.00	30-May-20	6:09:00 AM	\$0.00
30-May-20	6:39:30 AM	\$0.00	30-May-20	7:26:00 AM	\$0.00	30-May-20	8:09:00 AM	\$0.00
30-May-20	8:39:30 AM	\$0.00	30-May-20	10:48:30 AM	\$0.00	31-May-20	6:09:00 AM	\$0.00
31-May-20	6:39:30 AM	\$0.00	31-May-20	7:24:30 AM	\$0.00	31-May-20	8:09:00 AM	\$0.00
31-May-20	8:39:30 AM	\$0.00	31-May-20	10:48:30 AM	\$0.00	01-Jun-20	6:24:30 AM	\$0.00
01-Jun-20	7:09:00 AM	\$0.00	01-Jun-20	7:39:30 AM	\$0.00	01-Jun-20	8:10:00 AM	\$0.00
01-Jun-20	8:52:30 AM	\$0.00	01-Jun-20	9:48:30 AM	\$0.00	02-Jun-20	6:24:30 AM	\$0.00
02-Jun-20	7:09:00 AM	\$0.00	02-Jun-20	7:39:30 AM	\$0.00	02-Jun-20	8:11:30 AM	\$0.00
02-Jun-20	8:52:30 AM	\$0.00	02-Jun-20	9:48:30 AM	\$0.00	03-Jun-20	6:24:30 AM	\$0.00
03-Jun-20	7:09:00 AM	\$0.00	03-Jun-20	7:39:30 AM	\$0.00	03-Jun-20	8:10:00 AM	\$0.00
03-Jun-20	8:52:30 AM	\$0.00	03-Jun-20	9:48:30 AM	\$0.00			

This announcement was broadcast 47 time(s) as entered in the station's program log.

47 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Gross Total: \$0.00

Net Total: \$0.00

47 times are guaranteed to have run within 15 minutes of times indicated.

Subscribed and sworn to before me on this 3d day of June, 2020

Linda Anne Hawkinson
 LINDA ANNE HAWKINSON
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Notary Public
 My Commission Expires: Oct. 14, 2022
 Commission # 18004800

[Signature]
 Station Official
 Viper Communications, Inc.

CLASSIC COUNTRY 104.9
VIPER COMMUNICATIONS
5715 Osage Beach Parkway
P.O. Box 225
Osage Beach, MO 65065
Phone: 573-348-2772 Fax: 573-348-2779

ANA.RAB Radio 'Tear Sheet'
Procedure. Form at bottom
of sheet indicates which
copy ran.

Client: EEO

Account #: 795

Script: 7953Z - EEO-OPEN HOUSE

Start Date 5/27/2020 - Stop Date 6/3/2020 Duration :30

- 1 OPEN HOUSE on 6/3/20
- 2 7953Z
- 3 5/27/20-6/3/20
- 4 KRMS, 93.5 Rocks and Classic Country 104.9 invites you to our open house
- 5 on Wednesday, June Third, from 10am to Noon here at 5715 Osage Beach Parkway, in Osage
- 6 Beach.
- 7 Tour our facility, discuss jobs in the broadcast field and meet our staff.
- 8 That's Wednesday, June Third, from 10am to Noon. at 5715 Osage Beach Parkway in
- 9 Osage Beach.

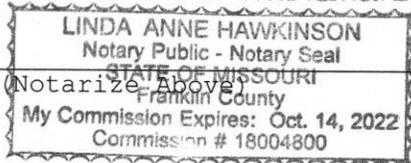
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30

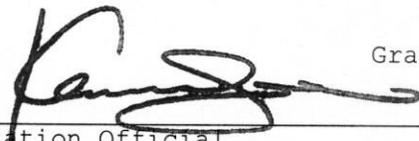
STATION DOCUMENTATION STATEMENT APPROVED BY THE CO-OPERATIVE ADVERTISING COMMITTEE OF THE
ASSOCIATION OF NATIONAL ADVERTISERS

This announcement was broadcast 47 time(s) as entered in the station's program log. The times
this announcement was broadcast were billed to this station's client on our invoice as follows:

47 SPOT(S) AT A RATE OF \$0.00 = \$0.00

Grand Total: \$0.00




Station Official
Viper Communications, Inc.

THE COVE 98.7
 Viper Communications, inc
 5715 Osage Beach Parkway
 Address
 Osage Beach, Missouri 65065

AFFIDAVIT OF PERFORMANCE
 Calendar Period: 5/27/2020 - 6/3/2020
 Account #: 795

EEO
 Care Of
 Address
 Address
 OSAGE BEACH, MO 65065
 |||

Product: EEO-OPEN HOUSE Script: 7953Z (:30)

This station certifies that the announcements below ran within 15 minutes of the times indicated. ANA/RAB Tear Sheets containing the radio copy will match to the script code above.

Date	Time	Rate	Date	Time	Rate	Date	Time	Rate
27-May-20	9:51:00 AM	\$0.00	27-May-20	11:52:00 AM	\$0.00	27-May-20	1:51:00 PM	\$0.00
27-May-20	6:52:00 PM	\$0.00	27-May-20	8:51:00 PM	\$0.00	28-May-20	6:51:30 AM	\$0.00
28-May-20	7:49:00 AM	\$0.00	28-May-20	8:25:30 AM	\$0.00	28-May-20	9:25:30 AM	\$0.00
28-May-20	10:24:30 AM	\$0.00	28-May-20	11:25:30 AM	\$0.00	29-May-20	6:49:00 AM	\$0.00
29-May-20	7:49:00 AM	\$0.00	29-May-20	8:49:00 AM	\$0.00	29-May-20	9:25:30 AM	\$0.00
29-May-20	10:24:30 AM	\$0.00	29-May-20	11:24:30 AM	\$0.00	30-May-20	7:25:30 AM	\$0.00
30-May-20	8:25:30 AM	\$0.00	30-May-20	9:25:30 AM	\$0.00	30-May-20	10:24:30 AM	\$0.00
30-May-20	10:25:30 AM	\$0.00	30-May-20	11:24:30 AM	\$0.00	31-May-20	6:48:30 AM	\$0.00
31-May-20	7:25:30 AM	\$0.00	31-May-20	8:25:30 AM	\$0.00	31-May-20	9:25:30 AM	\$0.00
31-May-20	10:24:30 AM	\$0.00	31-May-20	11:24:30 AM	\$0.00	01-Jun-20	6:49:00 AM	\$0.00
01-Jun-20	7:25:30 AM	\$0.00	01-Jun-20	8:25:30 AM	\$0.00	01-Jun-20	9:25:30 AM	\$0.00
01-Jun-20	10:24:30 AM	\$0.00	01-Jun-20	11:24:30 AM	\$0.00	02-Jun-20	6:25:00 AM	\$0.00
02-Jun-20	7:25:30 AM	\$0.00	02-Jun-20	8:25:30 AM	\$0.00	02-Jun-20	9:25:30 AM	\$0.00
02-Jun-20	10:24:30 AM	\$0.00	02-Jun-20	11:24:30 AM	\$0.00	03-Jun-20	6:49:00 AM	\$0.00
03-Jun-20	7:25:30 AM	\$0.00	03-Jun-20	7:49:00 AM	\$0.00	03-Jun-20	8:25:30 AM	\$0.00
03-Jun-20	9:25:30 AM	\$0.00	03-Jun-20	9:49:30 AM	\$0.00			

This announcement was broadcast 47 time(s) as entered in the station's program log.

47 SPOT(S) AT A RATE OF \$0.00 = \$0.00
 Gross Total: \$0.00 Net Total: \$0.00

All times are guaranteed to have run within 15 minutes of times indicated.
 Subscribed and sworn to before me on this 3d day of June, 2020

Linda Anne Hawkinson
 LINDA ANNE HAWKINSON
 Notary Public - Notary Seal
 STATE OF MISSOURI
 Franklin County
 My Commission Expires: Oct. 14, 2022
 Commission # 18004800

[Signature]
 Station Official
 VIPER COMMUNICATIONS, INC.

THE COVE 98.7
Viper Communications, inc
5715 Osage Beach Parkway
Address
Osage Beach, Missouri 65065
Phone:573-348-2772 Fax:573-348-2779

ANA.RAB Radio 'Tear Sheet'
Procedure. Form at bottom
of sheet indicates which
copy ran.

Client: EEO

Account #: 795

Script: 7953Z - EEO-OPEN HOUSE

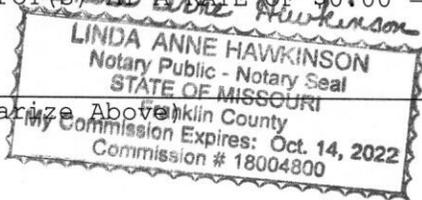
Start Date 5/27/2020 - Stop Date 6/3/2020 Duration :30

- 1 OPEN HOUSE on 6/3/20
- 2 7953Z
- 3 5/27/20-6/3/20
- 4 KRMS, 93.5 Rocks and Classic Country 104.9 invites you to our open house
- 5 on Wednesday, June Third, from 10am to Noon here at 5715 Osage Beach Parkway, in Osage
- 6 Beach.
- 7 Tour our facility, discuss jobs in the broadcast field and meet our staff.
- 8 That's Wednesday, June Third, from 10am to Noon. at 5715 Osage Beach Parkway in
- 9 Osage Beach.
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
- 30

STATION DOCUMENTATION STATEMENT APPROVED BY THE CO-OPERATIVE ADVERTISING COMMITTEE OF THE
ASSOCIATION OF NATIONAL ADVERTISERS

This announcement was broadcast 47 time(s) as entered in the station's program log. The times
this announcement was broadcast were billed to this station's client on our invoice as follows:

47 SPOTS AT A RATE OF \$0.00 = \$0.00



Grand Total: \$0.00

Station Official
VIPER COMMUNICATIONS, INC.

Recruitment

Net Talk

AllAccess.com radio industry discussion boards.
<https://www.allaccess.com/forum/>

News Director at Lake of the Ozarks

<https://www.allaccess.com/forum/viewtopic.php?f=77&t=89296>

News Director at Lake of the Ozarks

by klautzer

Page 1 of 1

Posted: **Tue Mar 17, 2020 12:41 pm**

News director wanted in the vacation capital of the Midwest. News/Talk KRMS, 93.5 ROCKS, Classic Country 104.9 and 98.7 The Cove. All stations are HD. Were looking for a person that can get news from other places than the police and city hall.

This job will be a no hassle fun working environment. May require you to do a split shift....morning news/afternoon 2 hour talk show. More money can be made if you want to do news investigative series, high school football and basketball. send demo of newscasts and talk show to dennis@krmsradio.com. Questions call me 573-434-6242

Powered by phpBB® Forum Software © phpBB Limited
<https://www.phpbb.com/>

All times are UTC-07:00

Page 1 of 1