

**EEO Mid-Term Report  
October 1, 2008**

**Report Filed for the Period of October 1, 2007 through  
September 30, 2008**

**KZWV-FM  
Eldon, Missouri**

Licensee at Time of Filing: Randall C. Wright  
License Transfer to Wright Communications, LLLP Pending

(To Be Placed in the KZWV-FM Public File Located at 1081 Osage Beach Road, Osage Beach, Missouri. 65065 and  
online at KZWV-FM's website at [www.1019thewave.com](http://www.1019thewave.com).)

**Current Staff List as of September 30, 2008 (6 Fulltime Employees)**

- 1-General Manager: John Caran**
- 2-Program/Production Manager: Steve Richards (Klocke)**
- 3-News Director: Stacy Caran**
- 4-Business Manager/Marketing Representative: Shawn Lenz**
- 5-Marketing Representative: Jessica Esteb**
- 6-Marketing Representative: Wendy White**

**Positions Filled at KZWV-FM:**

**Business Manager:** This position provides traffic/business office functions approximately 100% of the time.

Position Posted: Business Manager

Recruitment Sources:

State Fair Community College, Osage Beach MO. Position posted with their placement department.

Columbia College, Osage Beach, MO. Position posted with their placement department.

KZWV-FM website. John Caran, General Manager, 1081 Osage Beach Road. Osage Beach, MO. 65065. 573-746-7873.

KZWV-FM. On-air campaign of 700-:60 Radio commercials.

Total Number of Persons Interviewed for the Position: 18

Hired: Shawn Lenz. Date of Hire: 12/1/07

Referring Recruitment Source: Applicant Contact. On-air Radio campaign.

**Marketing Representative:** This position markets radio advertising on KZWV-FM to central Missouri businesses 100% of the time.

Position Posted: Marketing Consultant

Recruitment Sources:

State Fair Community College, Osage Beach MO. Position posted with their placement department.

Columbia College, Osage Beach, MO. Position posted with their placement department.

KZWV-FM website. John Caran, General Manager, 1081 Osage Beach Road. Osage Beach, MO. 65065. 573-746-7873.

KZWV-FM. On-air campaign of 700-:60 Radio commercials

Total Number of Persons Interviewed for the Position: 9

Hired: Jessica Esteb Date of Hire: 6/2/08

Referring Recruitment Source: Applicant Contact.

-Partnership with Camdenton Public Schools: KZWV-FM partnered with the Camdenton Public schools to assist with a special summer school program for middle school aged children. This program highlighted the radio station and broadcast industry and educated the children as to future career opportunities in the broadcast field.

-“Spirit of the Ozarks” public service campaign: From the initial on air launch date of October 2, 2006 through September 30, 2007 KZWV-FM has provided open access to numerous community entities for the purpose of providing free airtime to promote public services causes and volunteer opportunities. Additionally, this campaign was designed to provide on air interview opportunities for community leaders and a chance for radio station management to share employment opportunities and recruiting efforts with various community members and leaders.

-Civic Club Presentations: KZWV-FM has utilized various civic club presentations as serious recruitment opportunities and can document one applicant for an account executive position that further connected with the radio station as a result of a KZWV-

FM manager's presentation at a Lake Ozark Rotary Club meeting. KZWW-FM is so serious about community leadership that the radio station's General Manager/Director of Sales (John Caran) is currently the President of Lake Ozark Daybreak Rotary. Mr Caran also serves on the Board of Directors of the Lake of the Ozarks Convention & Visitor's Bureau, as well as Lake Regional Hospital's 'Medical Missions for Christ'. This is an outreach health clinic for the poor and needy. Mr Caran also serves on committees with the Lake Area Chamber of Commerce.