

breaching stockholder. The purchase price for the breaching stockholder's stock shall be paid in full at closing, and the breaching stockholder's stock shall be conveyed free and clear of all pledges, liens, or other encumbrances whatsoever, excepting only such pledges, liens, or encumbrances as may be applicable generally to all shares of the Corporation's stock. Notwithstanding the foregoing, it shall in no event be deemed a breach of this Agreement if a stockholder is unable to fulfill his or her obligations under this Agreement due to such stockholder's death or legal or physical disability.

8. Each certificate representing shares of stock of the Corporation now or hereafter held by any stockholder shall bear a statement in substantially the following form:

"NOTICE IS HEREBY GIVEN that the shares represented by this Certificate are subject to the terms of a certain Memorandum of Agreement, a copy of which is on file at the office of the Corporation and is held by each party thereto. Any transfer, sale, assignment, pledge, encumbrance, hypothecation or other disposition ("transfer") of said shares will be void, unless the transfer is in compliance with said Agreement, and any transferee pursuant to the transfer shall be bound by the terms of said Agreement, including without limitation the capital contribution,

right of first refusal, and purchase option provisions contained therein.

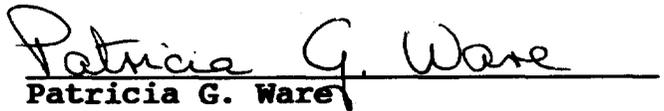
9. This Memorandum of Agreement contains the full and complete agreement of the parties with respect to the subject matter hereof, and may not be modified or amended unless such modification or amendment is in writing signed by the person against whom the modification or amendment is sought to be enforced. This Memorandum of Agreement may be signed in multiple counterparts with the same effect as if each signature were on a single document.

IN WITNESS WHEREOF, the parties, intending to be legally bound, have executed this Memorandum of Agreement on the dates written below.



P. Dale Ware, Ph.D.

Date Signed: 2-20-91



Patricia G. Ware

Date Signed: 2-20-91



Salvador D. Martinez

Date Signed: 2/20/91

Rosamond Radio, Inc.
Application for Channel
228A, Rosamond, California

EXHIBIT II-B

P. Dale Ware is an officer, director and 0.119% shareholder of Fontana Steel, Inc., licensee of Station KUTY(AM), Palmdale, California. Patricia G. Ware is a 0.119% shareholder of Fontana Steel, Inc.

P. Dale Ware and Patricia G. Ware are husband and wife. Both of them are currently employees of Station KUTY.

In the event this application is granted, Dr. and Mrs. Ware will each resign from their then-current employment, will divest their stock in and sever all connections with Fontana Steel, Inc. and Station KUTY prior to the commencement of program tests by the new Rosamond, California FM station.

Paul D. Ware, P. Dale Ware's father, is the president, chairman, and controlling shareholder of Fontana Steel, Inc.

Rosamond Radio, Inc.
Application for Channel
228A, Rosamond, California

EXHIBIT IV-A

The applicant proposes to broadcast regularly scheduled public affairs and local news programs. Further, station promotions tied in with public service causes will be regular fare.

At least one public affairs program each week will be produced live or recorded on tape which will focus on Rosamond and Antelope Valley issues (station service area). Also, the station will broadcast public service announcements for local organizations.

The applicant proposes to install auxiliary power to insure continuous operations in the event normal power sources fail.

Rosamond Radio, Inc.
Application for Channel
228A, Rosamond, California

EXHIBIT IV-B

1. P. Dale Ware will be the station's full-time General Manager. He will perform all the duties normally associated with that position, including overall supervision of station affairs, preparation of budgets, and hiring and firing of personnel. Mr. Ware will claim qualitative credit for the following enhancement factors:

(a) Past local residence in the station's service area (Lancaster, California) from April 1987 to the present.

(b) Broadcast experience as follows:

AFRS-TV, Tripoli, Libya, DJ, TV Announcer, 1956-1957

KFXM-AM, San Bernardino, Calif., DJ, News Announcer, 1959-1960

KXOA-AM, Sacramento, Calif., DJ, Program Director, Music Director, 1960-1968 (full and part-time). Worked part-time after starting to teach High School in Sacramento

While getting PhD in Interpersonal Communication at Bowling Green State University, Bowling Green, Ohio, was full-time Broadcast Journalism Sequence Head and taught Broadcast Journalism at Bowling Green State University School of Journalism, 1969-1972

While teaching at Bowling Green State University, worked part-time summers as a TV engineer at WSPD-TV, Toledo, Ohio, 1970-1972

Associate Professor of Communication at Indiana-Purdue University, Fort Wayne, Indiana; taught radio/TV, 1972-1975

While teaching at IU/PU, worked part-time at WFWR/WCMX, Fort Wayne, Indiana, as a DJ/News Announcer, 1972-1975

Associate Professor of Communication/Director of Broadcasting at Pepperdine University, Malibu,

California. Administered Broadcasting program, taught, radio/TV, and was adviser to campus radio station, 1975-1979.

Associate Professor of Communications, Eastern New Mexico University, Portales, NM; taught radio/TV, broadcast journalism, 1979-1981.

General Manager, KUTY(AM), Palmdale, California, 1981-present.

(c) Civic activities including involvement as a director and secretary of the Antelope Valley Board of Trade, and director and secretary of the Antelope Valley Sheriff's Office Boosters. (The Antelope Valley is comprised of several communities within the proposed station's service area including Rosamond, Lancaster, and Palmdale.)

2. Patricia G. Ware will be the station's full-time Operations Director/Business Manager. She will manage the internal operations of the station, including the preparation of income and expense projections; establishment and implementation of accounting policies and procedures; managing receivables and payables; supervision of bookkeeping, traffic, and general office personnel; compiling and maintaining all station accounts and records; and preparing financial and other reports required by state and federal agencies. Mrs. Ware will claim qualitative credit for the following enhancement factors:

(a) Past local residence in the station's service area (Lancaster, California) from April, 1987 to the present.

(b) Female status

(c) Broadcast experience as Assistant General Manager/Office Manager of Station KUTY(AM), Palmdale, California from 1981 to the present.

(d) Civic activities including service on the board of directors for the Desert Haven Training Center for the Handicapped; and Secretary of the Community Advisory Committee (a community group that advises local school districts concerning issues affecting special education and that oversees local events for handicapped persons).

3. Salvador D. Martinez will be the station's full-time Sales Manager/Public Service and Community Affairs Director. He will be responsible for the implementation of the station's sales policies and supervision of the sales staff. He will also be responsible for establishing and maintaining contacts with community organizations to aid in

the development of public affairs programming and to facilitate the station's community involvement activities generally. Mr. Martinez will claim qualitative credit for the following enhancement factors:

(a) Minority status (Hispanic).

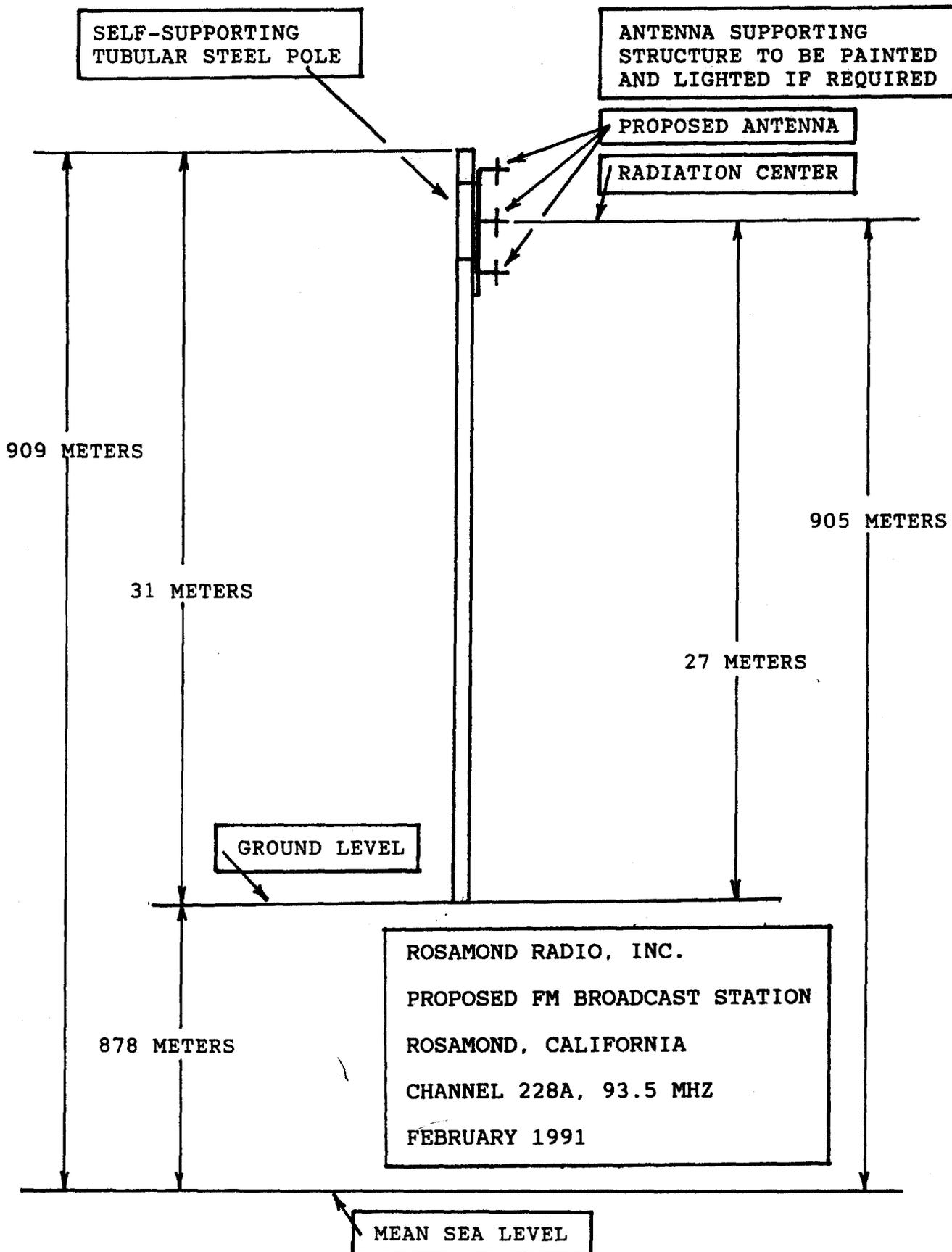
(b) Past local residence in the station's service area (Lancaster, California) from 1956 to the present.

(c) Civic activities including service on the Advisory Committee to Regional Planning Council of the United Way for the Antelope Valley Region; review of Lancaster, California City Plan in cooperation with Lancaster City Council; Antelope Valley College Minority Disadvantaged Advisory Committee; Mexican-Spanish Speaking Fluency Qualifications Panel - California Department of Human Resources Development; Antelope Valley College Extended Opportunity Advisory Committee; Advisory Committee on District Educational Philosophy and Goals - Antelope Valley High School District; League of United Latin American Citizens, Lancaster Council No. 2062; Highway Safety Commissioner - Los Angeles County, California; Lancaster Homes Project Area Committee; Antelope Valley Community Action Center; and Edwards Air Force Base EEO Counselor, EEO Committee Member, and Spanish-Speaking Program Coordinator.

In addition to their specific duties as outlined above, Dr. Ware, Mrs. Ware and Mr. Martinez, in their capacities as shareholders and directors of Rosamond Radio, Inc. will each participate in the formulation of general policies concerning station operations and programming.

EXHIBIT E-1 - ANTENNA VERTICAL PLAN SKETCH

NOT TO SCALE

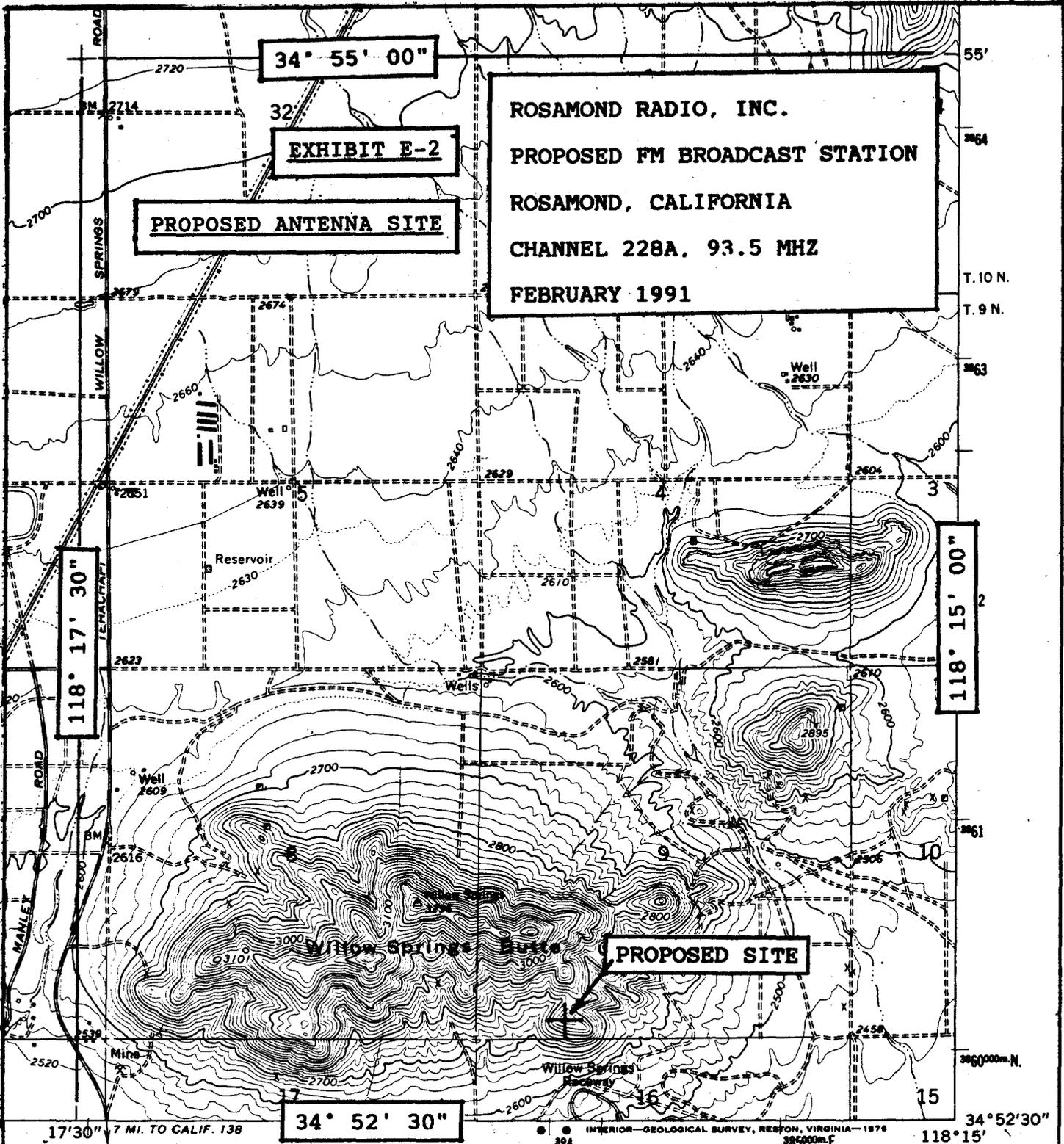


ROSAMOND RADIO, INC.
PROPOSED FM BROADCAST STATION
ROSAMOND, CALIFORNIA
CHANNEL 228A, 93.5 MHZ
FEBRUARY 1991

EXHIBIT E-2

PROPOSED ANTENNA SITE

PROPOSED SITE



WILLOW SPRINGS QUADRANGLE
CALIFORNIA-KERN CO.
7.5 MINUTE SERIES (TOPOGRAPHIC)

ROSAMOND RADIO, INC.

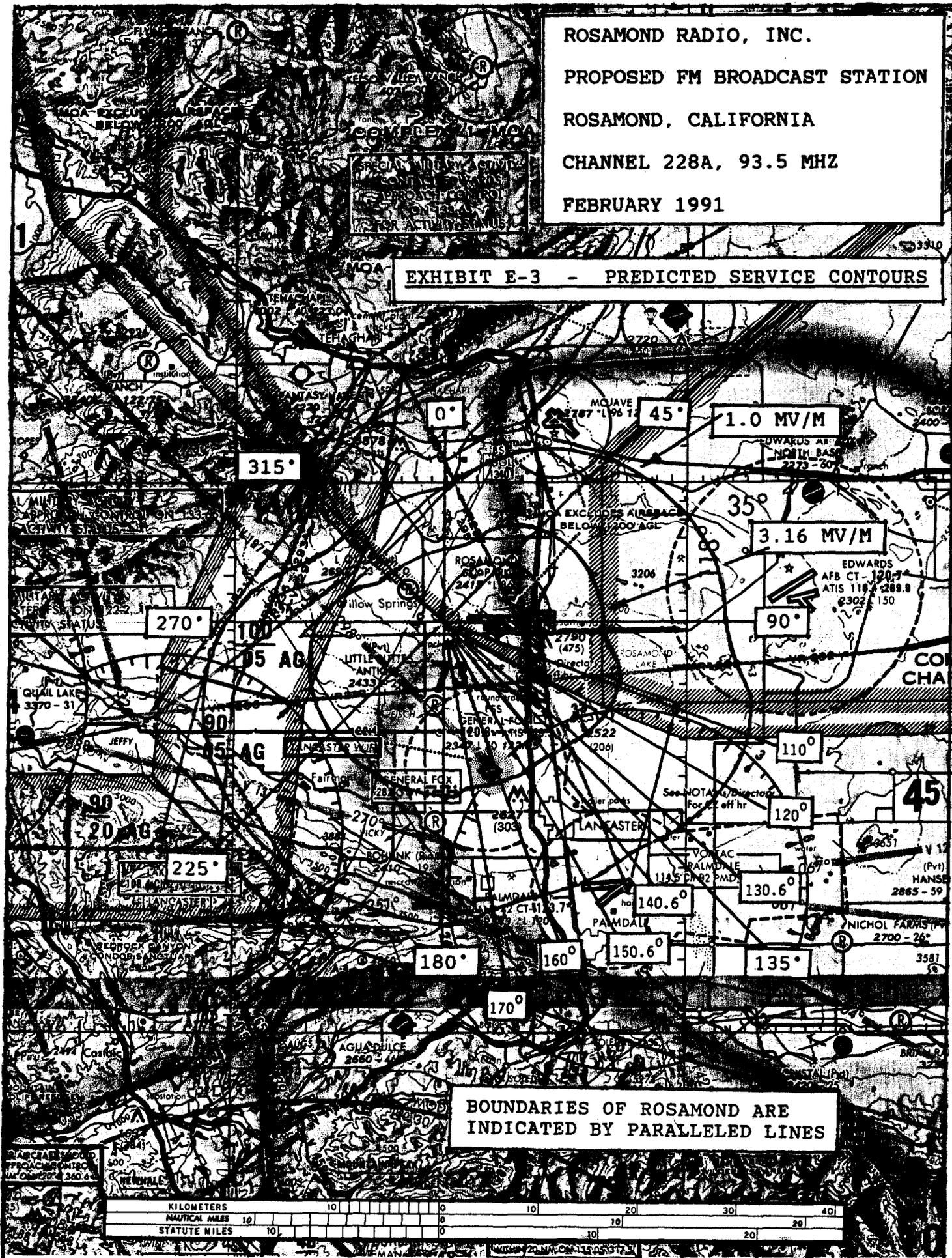
PROPOSED FM BROADCAST STATION

ROSAMOND, CALIFORNIA

CHANNEL 228A, 93.5 MHZ

FEBRUARY 1991

EXHIBIT E-3 - PREDICTED SERVICE CONTOURS



BOUNDARIES OF ROSAMOND ARE INDICATED BY PARALLELED LINES

KILOMETERS	0	10	20	30	40
NAUTICAL MILES	0	10	20	30	40
STATUTE MILES	0	10	20	30	40

ROSAMOND RADIO, INC.

EXHIBIT E-4, PAGE 1 OF 7

ROSAMOND RADIO, INC. if granted a Construction Permit for Channel 228A in Rosamond, California, proposes to install a directional antenna. General technical data concerning the proposed antenna is contained in pages 2 through 7 of this exhibit. In addition, the following information is provided as required in Section 73.316 of the Commission's Rules.

The directivity of the antenna will be obtained by adding, as necessary, parasitic elements in the area of the radiating elements. The antenna pattern will be measured by the manufacturer by means of a rotatable reference antenna. The antenna will be maintained within proper operating conditions. Frequent inspections will be made to assure integrity of the system.

The antenna will be mounted on an antenna supporting structure as recommended by the manufacturer and in accordance with instructions from the manufacturer.

The antenna will not be mounted on the top of an antenna tower which includes a top-mounted platform larger than the nominal cross-sectional area of the tower in the horizontal plane,

No other antennas of any type will be mounted at the same level on the antenna supporting structure as the proposed directional antenna. No other antenna of any type that may be mounted in the vicinity of the proposed antenna will be specified as essential to the proper operation of the directional antenna.

After installation of the antenna, a licensed surveyor will verify in writing that the antenna has been installed in accordance with the manufacturer's instructions.

ROSAMOND RADIO, INC.

EXHIBIT E-4, PAGE 2 of 7



6939 Power Inn Road, P.O. Box 28425, Sacramento, CA 95828 (916) 383-1177 FAX (916) 383-1182

DATE 2-15-91

CIRCULARLY POLARIZED DIRECTIONAL FM ANTENNA FOR:

STATION: ROSAMOND RADIO, INC.

LOCATION: ROSAMOND, CALIFORNIA

ANTENNA MODEL: JMPC-3 DA

PATTERN ENVELOPE

JAMPRO proposes to custom build and directionalize a standard FM side mount antenna to meet this stations needs. The final patterns of the Hpol and Vpol will remain within the given pattern envelope.

DESCRIPTION OF TEST

JAMPRO will build or utilize an exact duplicate of support structure for testing, paying close attention to details, such as including other present structures, such as climbing steps etc.

JAMPRO will preform all testing in full scale on their full scale test range. JAMPRO will add parasitics to the environment to manipulate the pattern to meet all requirements. All brackets and parasitics will be hot dipped galvanized steel to ensure good contact and long life.

JAMPRO will provide a final certification and complete installation drawings of the system when all work is completed. Customer is instructed to follow all mounting instructions and have a licensed surveyor verify the heading of the antenna boom.

All testing will be under the direct supervision of Eric Dye, JAMPRO's Staff Engineer. He holds a Bachelor of Science Degree in Electrical Engineering, and has been working with building directional antennas for 3 years.

RULE COMPLIANCE

JAMPRO will comply with known FCC rules including those stated directly on the stations construction permit. The rules include the following:

- 1- The licensed ERP will not be exceeded at any heading
- 2- The slope of the pattern from a protection null will not exceed 2 dB per 10 degrees azimuth
- 3- The rms of the Vpol will not exceed the rms of the Hpol
- 4- The maximum to minimum signal will not exceed 15 dB



ROSAMOND RADIO, INC.

EXHIBIT E-4, PAGE 4 OF 7

6939 Power Inn Road, P.O. Box 28425, Sacramento, CA 95828 (916) 383-1177 FAX (916) 383-1182

February 15, 1991

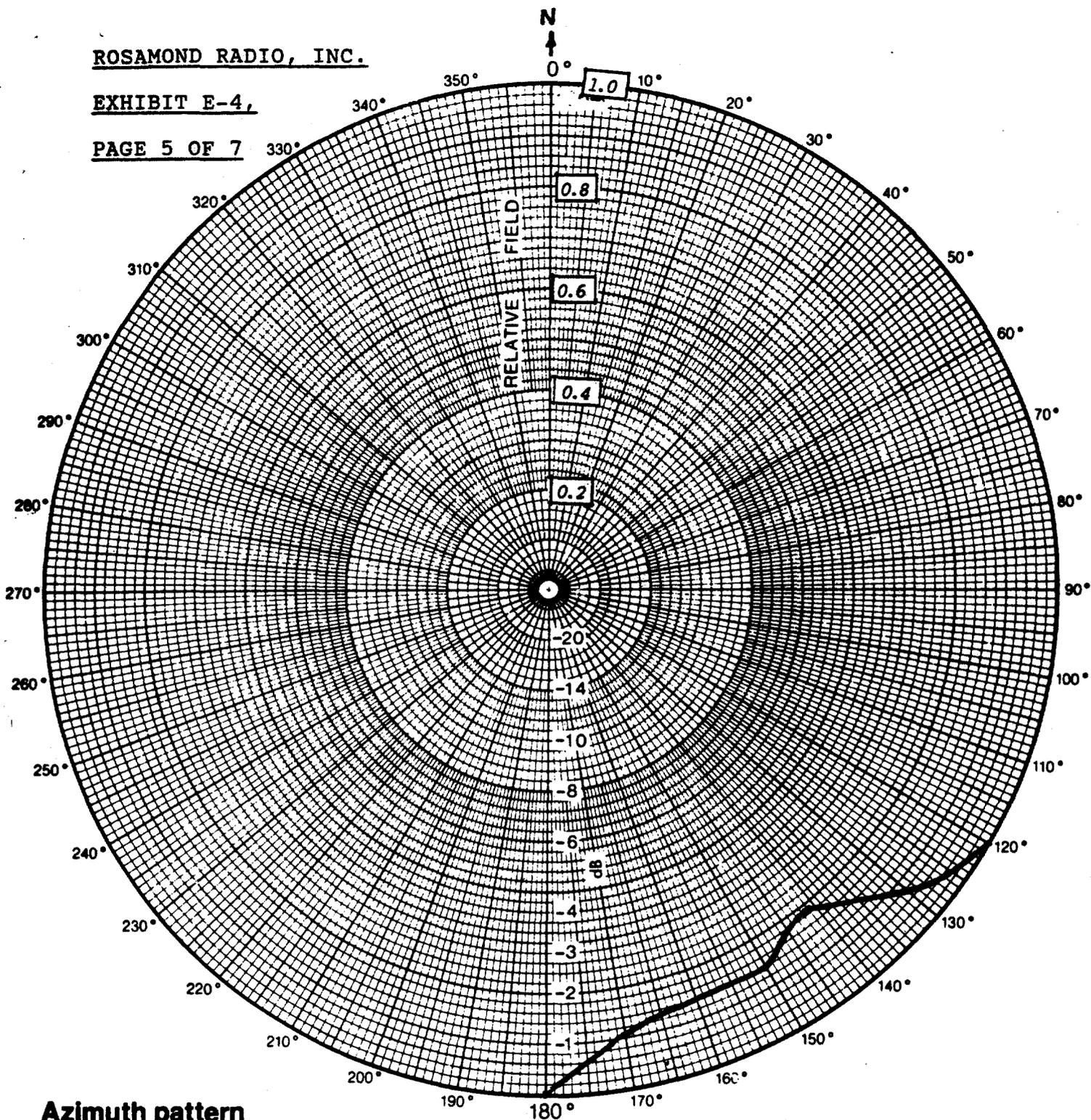
TABULATION OF AZIMUTH PATTERN

0 TO 110 DEGREES	1.0
120	1.0
131	0.91
141	0.81
150	0.86
160	0.86
170	0.89
180	1.0
190 TO 350 DEGREES	1.0

ROSAMOND RADIO, INC.

EXHIBIT E-4,

PAGE 5 OF 7



Azimuth pattern

Customer:

Date: 2-15-91

Frequency: 93.5 MHz

Type Number: JMPC

Elevation Gain:

Azimuth Directivity:

Major Lobe Gain:

Notes: COMPOSITE PATTERN ENVELOPE FOR FILING, FINAL PATTERN WILL NOT EXCEED THIS ENVELOPE.



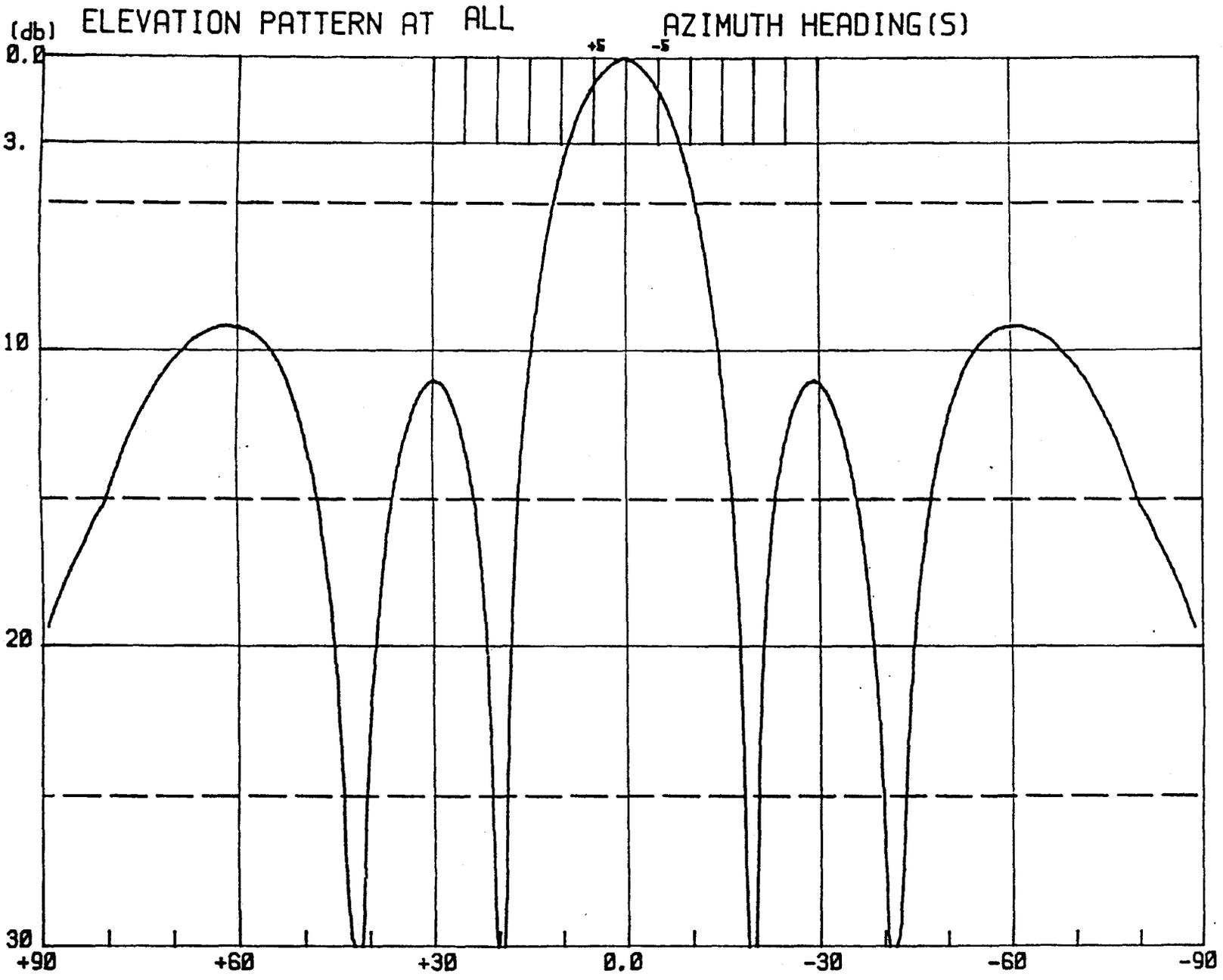
TABLE OF FIELD STRENGTH

3-BAY

ELEV. ANGLE	FIELD STRNGTH								
90.0	.100	89.0	.108	88.0	.114	87.0	.123	86.0	.131
85.0	.139	84.0	.147	83.0	.154	82.0	.162	81.0	.170
80.0	.177	79.0	.191	78.0	.204	77.0	.218	76.0	.231
75.0	.243	74.0	.256	73.0	.268	72.0	.280	71.0	.291
70.0	.301	69.0	.310	68.0	.319	67.0	.326	66.0	.333
65.0	.339	64.0	.343	63.0	.346	62.0	.348	61.0	.349
60.0	.347	59.0	.346	58.0	.342	57.0	.337	56.0	.330
55.0	.320	54.0	.308	53.0	.294	52.0	.278	51.0	.259
50.0	.239	49.0	.214	48.0	.188	47.0	.161	46.0	.132
45.0	.102	44.0	.070	43.0	.038	42.0	.006	41.0	.026
40.0	.058	39.0	.090	38.0	.121	37.0	.151	36.0	.179
35.0	.204	34.0	.227	33.0	.246	32.0	.262	31.0	.274
30.0	.281	29.0	.280	28.0	.275	27.0	.264	26.0	.247
25.0	.225	24.0	.196	23.0	.162	22.0	.123	21.0	.078
20.0	.028	19.0	.026	18.0	.085	17.0	.147	16.0	.212
15.0	.280	14.0	.349	13.0	.419	12.0	.489	11.0	.559
10.0	.626	9.0	.689	8.0	.747	7.0	.801	6.0	.850
5.0	.892	4.0	.929	3.0	.958	2.0	.980	1.0	.994
.0	1.000	-1.0	.994	-2.0	.980	-3.0	.958	-4.0	.929
-5.0	.892	-6.0	.850	-7.0	.801	-8.0	.747	-9.0	.689
-10.0	.626	-11.0	.559	-12.0	.489	-13.0	.419	-14.0	.349
-15.0	.280	-16.0	.212	-17.0	.147	-18.0	.085	-19.0	.026
-20.0	.028	-21.0	.078	-22.0	.123	-23.0	.162	-24.0	.196
-25.0	.225	-26.0	.247	-27.0	.264	-28.0	.275	-29.0	.280
-30.0	.281	-31.0	.274	-32.0	.262	-33.0	.246	-34.0	.227
-35.0	.204	-36.0	.179	-37.0	.151	-38.0	.121	-39.0	.090
-40.0	.058	-41.0	.026	-42.0	.006	-43.0	.038	-44.0	.070
-45.0	.102	-46.0	.132	-47.0	.161	-48.0	.188	-49.0	.214
-50.0	.239	-51.0	.259	-52.0	.278	-53.0	.294	-54.0	.308
-55.0	.320	-56.0	.330	-57.0	.337	-58.0	.342	-59.0	.346
-60.0	.347	-61.0	.349	-62.0	.348	-63.0	.346	-64.0	.343
-65.0	.339	-66.0	.333	-67.0	.326	-68.0	.319	-69.0	.310
-70.0	.301	-71.0	.291	-72.0	.280	-73.0	.268	-74.0	.256
-75.0	.243	-76.0	.231	-77.0	.218	-78.0	.204	-79.0	.191
-80.0	.177	-81.0	.170	-82.0	.162	-83.0	.154	-84.0	.147
-85.0	.139	-86.0	.131	-87.0	.123	-88.0	.116	-89.0	.108
-90.0	.100								



6939 Power Inn Road, P.O. Box 28425, Sacramento, CA 95828 (916) 383-1177 Telex: 377321



Station:
CH./Freq.:
Antenna type:
JMPC-3 DA
No. of Bays: 3
Comments:



(DEG.)

ROSAMOND RADIO, INC.

EXHIBIT E-5, PAGE 1 OF 3

ROSAMOND RADIO, INC. requests that this application be considered under Section 73.215 of the Commission's Rules.

The antenna site selected by ROSAMOND RADIO, INC. is approximately 4 kilometers short-spaced to Radio Station KRZE (FM), BLH-7879, Channel 228A, Ontario, California. There are no other short-spaced allotments or stations that would impact upon the instant Rosamond proposal.

A technical study has resulted in the map of page 3 of this exhibit which indicates no prohibited overlap of contours between KRZE and the proposals indicated in this application. Prohibited contour overlap is prevented in accordance with Section 73.315 of the Rules by proposing a directional antenna for ROSAMOND RADIO, INC.

The distances to the 1.0 mV/m and 0.1 mV/m contours of KRZE were determined by assuming that KRZE operates with 6,000 watts at an antenna height above average terrain of 100 meters. KRZE actually operates with 3,000 watts and an AHAAT of -50 meters, therefore a "Height Adjustment Factor" of 150 meters was added to the antenna heights above average terrain of the radials used in this study to determine contour distances.

The petition for rule-making that resulted in the allotment of Channel 228A to Rosamond was filed prior to October 2, 1989 therefore, the allotment is considered a "grandfathered allotment". ROSAMOND RADIO proposes to operate with 3,000 watts at an antenna height above average terrain of 91 meters.

In the direction of possible overlap between KRZE and the Rosamond proposal, contour distances were determined by ascertaining the antenna height above average terrain of the radial along the direct path between the KRZE antenna site and the proposed Rosamond antenna site and several other radials, generally separated by 10 degrees on either side of the direct-path radial. Average elevations were determined by drawing profile graphs and using a planimeter and computation to determine the average between 3 and 16 kilometers from the pertinent site. USGS topographical maps were used to provide data for the profile graphs. Contour distances were determined by using AHAAT data in association with the proper FM Field Strength Charts.

Tables 1 and 2 on page 2 of this exhibit indicates the radials used and contour distances.

ROSAMOND RADIO, INC.

EXHIBIT E-5, PAGE 2 OF 3

TABLE 1 - KRZE, ONTARIO, CALIFORNIA, CHANNEL 228A, 3.0 KW, -50 METERS AHAAT

RADIAL	AVG. ELEV.	AHAAT	HEIGHT		DISTANCE	
			ADJUSTMENT FACTOR	FINAL AHAAT	1.0 MV/M F(50,50)	0.1 MV/M F(50,10)
260 ^o	696.1 M	+ 230.9 M	+150 M	+ 380.9 M	50.0 KM	122.6 KM
265	849.9	+ 77.1	+150	+ 227.1	40.1	103.8
270	1019.4	- 92.4	+150	+ 57.6	22.3	78.5
280	1136.8	- 209.8	+150	- 59.8	16.1	68.4
290	1311.7	- 384.7	+150	- 234.7	16.1	68.4
300	1310.8	- 383.8	+150	- 233.8	16.1	68.4
315	1772.4	- 845.4	+150	- 695.4	16.1	68.4
321	1924.6	- 997.6	+150	- 847.6	16.1	68.4
331	2175.7	-1248.7	+150	-1098.7	16.1	68.4
310	1629.0	- 702.0	+150	- 552.0	16.1	68.4

TABLE 2 - PROPOSED ROSAMOND FACILITY, 3.0 KW MAX., DA, 91.0 METERS, AHAAT

RADIAL	AVG. ELEV.	AHAAT	HEIGHT		DISTANCE		ERP DEK
			ADJUSTMENT FACTOR	FINAL AHAAT	1.0 MV/M F(50,50)	0.1 MV/M F(50,10)	
110 ^o	710.7 M	+ 194.3 M	0 M	+ 194.3 M	32.7 KM	89.2 KM	+4.77
120	709.9	+ 195.1	0	+ 195.1	32.7	89.3	+4.77
130.6	711.9	+ 193.1	0	+ 193.1	31.5	87.3	+4.05
135	712.9	+ 192.1	0	+ 192.1	30.8	85.4	+3.56
140.6	714.6	+ 190.4	0	+ 190.4	30.0	83.9	+3.05
150.6	718.0	+ 187.0	0	+ 187.0	30.0	84.9	+3.46
160	723.0	+ 182.0	0	+ 182.0	29.2	83.9	+3.46
170	727.2	+ 177.8	0	+ 177.8	29.6	84.2	+3.76
180	733.9	+ 171.1	0	+ 171.1	31.0	86.8	+4.77

The height Adjustment Factor is the height in meters that is added to the radial antenna heights above average terrain so that the Final Ahaat represents that of a maximum facility.

The KRZE antenna radiation center is 927 meters above mean sea level.

MAP IS A COPY OF A
WORLD AERONAUTICAL
CHART WITHOUT AERONAUTICAL
INFORMATION

ROSAMOND 0.1 MV/M
F(50,10) CURVES

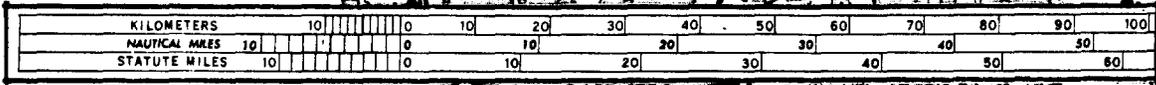
PROPOSED ROSAMOND SITE

KRZE 0.1 MV/M
F(50,10) CURVES

ROSAMOND 1.0 MV/M
F(50,50) CURVES

KRZE 1.0 MV/M
F(50,50) CURVES

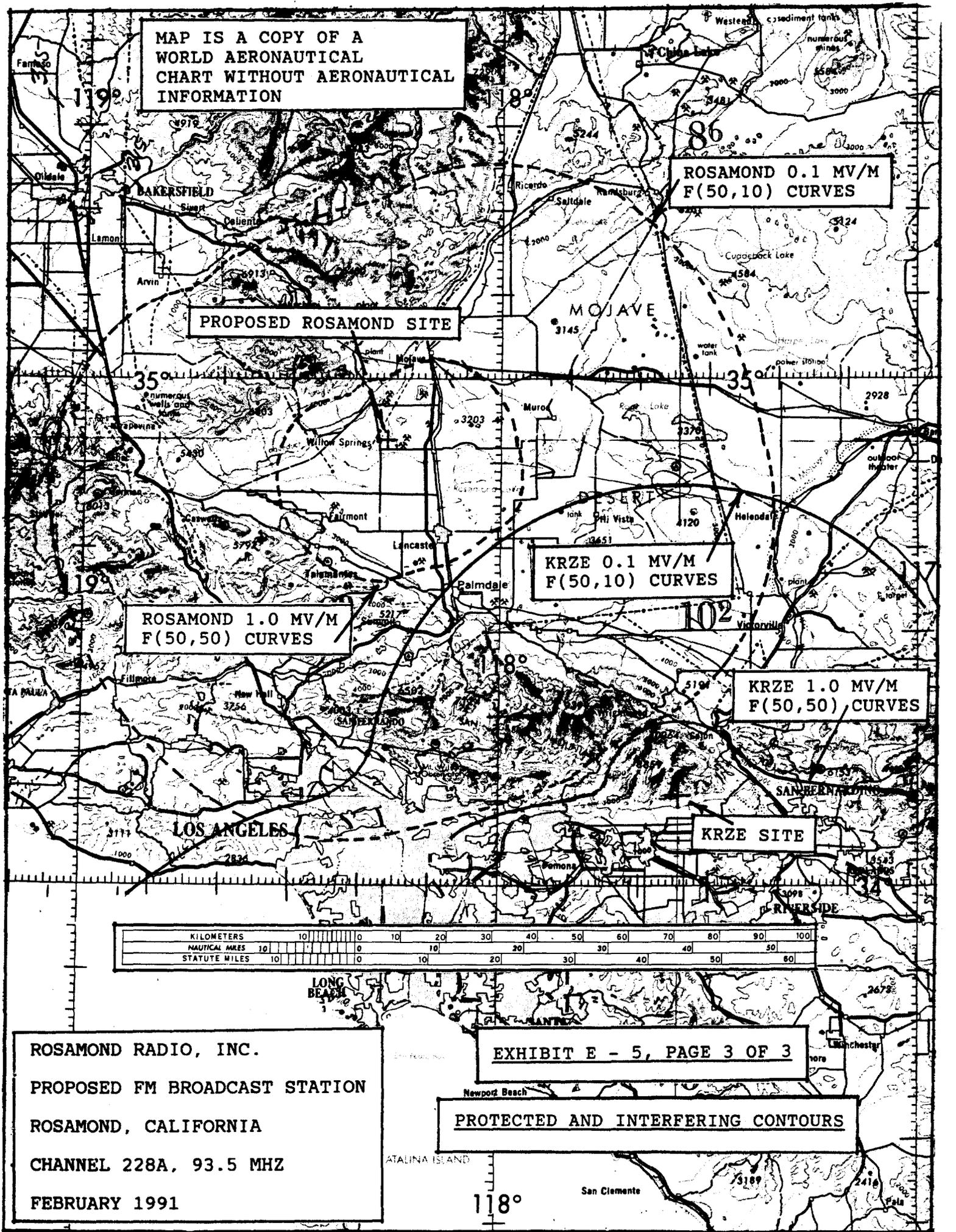
KRZE SITE



ROSAMOND RADIO, INC.
PROPOSED FM BROADCAST STATION
ROSAMOND, CALIFORNIA
CHANNEL 228A, 93.5 MHZ
FEBRUARY 1991

EXHIBIT E - 5, PAGE 3 OF 3

PROTECTED AND INTERFERING CONTOURS



ROSAMOND RADIO, INC.

EXHIBIT E-6

This exhibit assesses the potential effects of human exposure to radio frequency (RF) radiation that would be emitted by the station proposed in the event that such station is constructed as indicated.

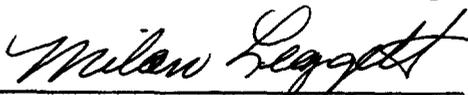
Equation 4 of Section II (Prediction Methods) of OST Bulletin No. 65 (October 1987) provides a simple method of predicting "worst-case" power density from a single antenna. Assuming that the total effective radiated power of 6,000 watts is radiated from the lowest antenna element, a power density of 1 mW/cm^2 would not be exceeded at distances in excess of 14.5 meters from such antenna element. Therefore, it would be necessary that the antenna supporting structure be ascended for one to gain access to the area of potential danger. To prevent such unauthorized access, the antenna supporting structure will be properly fenced and signs, warning of the potential danger, will be prominently displayed. Power will be reduced as necessary to protect maintenance personnel.

The calculated power density at a point three meters above ground near the base of the proposed antenna supporting structure would be approximately 0.454 mW/cm^2 .

TECHNICAL CERTIFICATION

Milan Leggett, whose mailing address is P. O. Box 1338, Hesperia, California 92345 states:

1. That he has been employed in the technical area of radio broadcasting for many years,
2. That he has been asked to prepare the technical section of an application for a new FM broadcast station to operate on Channel 228A in Rosamond, California, for ROSAMOND RADIO, INC.,
3. That he has completed such work and that the results thereof are attached and form a part of this certification,
4. That he has done work of a similar nature in the past that has been acceptable to the Commission,
5. And that all statements contained herein are true to the best of his knowledge and belief.


Milan Leggett

February 20, 1991

Date

Telephone: 619-247-6142

Rosamond Radio, Inc.
Application for Channel
228A, Rosamond, California

EXHIBIT VI-A

Attached hereto is the proposed EEO Program (FCC Form
396-A) for Rosamond Radio, Inc.

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY

MODEL PROGRAM REPORT

1. APPLICANT

Name of Applicant ROSAMOND RADIO, INC.	Address 2818 Gus Court Lancaster, CA 93536
Telephone Number (include area code) 805-949-0012	

2. This form is being submitted in conjunction with:

Application for Construction Permit for New Station Application for Assignment of License

Application for Transfer of Control

(a) Call letters (or channel number of frequency) 228A/93.5 MHz

(b) Community of License (city and state) Rosamond, California

(c) Service: AM FM TV Other (Specify) _____

INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority group (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

Guidelines for a Model EEO Program and a Model EEO Program are attached.

NOTE: Check appropriate box, sign the certification below and return to FCC:

Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.

Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 30th day of February, 19 91

Signed [Signature]

Title President, Rosamond Radio, Inc.

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.

GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified minorities and women in the relevant available labor force.

II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified minority and female job applicants. Not all of the categories of recruitment sources need be utilized. The purpose of the listing is to assist the applicant in developing specialized referral sources to establish a pool of qualified minorities and women who can be contacted as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

V. TRAINING

Training programs are not mandatory. Each applicant is expected to decide, depending upon its own individual situation, whether a training program is feasible and would assist in its effort to increase the available pool of qualified minority and female applicants. Additionally, the applicant may set forth any other assistance it proposes to give to students, schools or colleges which is designed to be of benefit to minorities and women interested in entering the broadcasting field. The beneficiary of such assistance should be listed, as well as the form of assistance, such as contributions to scholarships, participation in work study programs, and the like.

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

It will be our policy to provide employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. RESPONSIBILITY FOR IMPLEMENTATION

(Name/Title) P. Dale Ware, PhD., President will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- Other (specify)

IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

- We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:

NAB's Clearinghouse for Hiring Minority Personnel
Latin American Clubs in Lancaster/Palmdale
Sun Village Black Community Group (Littlerock)
NAACP
NOW

- In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

Richard Marie's Employment Service
Antelope Valley Employment Agency

- When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:

Antelope Valley College
California State University, Northridge

- When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

Antelope Valley Press
El Eco Newspaper
Precinct Reporter

- We will encourage employees to refer qualified minority and women candidates for existing and future job openings.