

TRAINING

Applicant has hired females who had no experience or background in broadcasting. The women on the stations' staff who started as inexperienced and untrained are now qualified radio broadcasters. They have been trained to write and produce commercials.

Applicant has hired females in its public affairs department who have no previous broadcast experience. They have been trained and are reporters and program hosts for weekly public affairs programs.

The applicant does not provide financial assistance to schools or colleges or to the individual student. Applicant has adjusted work schedules in order to assist staff members in furthering their education.

Applicant has hired females to work in the stations' traffic department and trained them to assist the traffic manager in preparation and actual editing, typing, ect. of the program logs for both AM and FM stations. These individuals have also been trained in continuity and have worked with the stations clients on a direct basis.

WHOS and WDRM FM's staff is small. Each person is urged to learn as much as possible in order that everyone can be utilized in a responsible position and advance into higher positions.

PROMOTION

It is the policy of the applicant to promote employees on a nondiscriminatory basis. Minorities and women are urged to take advantage of every opportunity to learn and train on the job in order to advance and earn higher salaries.

The department heads are encouraged to work with and aid each employee in every way in order to qualify them for promotion and advancement.

During the last twelve months some of those results were; Patrice Stinson was hired as receptionist. Patrice also worked in the traffic department. She became full time traffic manager for FM and worked part-time in the sales department. She had no previous experience in traffic or sales. Patrice worked on the same level as all other members of the sales staff and became a full time sales person.

Martha Anders - Student, was hired on a part time basis with no experience in broadcasting. Martha received training and worked in the areas of traffic and book-keeping.

Annette Bradford was hired with no experience to work in the areas of traffic. Annette applied her self to the position and was promoted to FM traffic manager and assist in the stations Accounting Department.

Marie Nelson was hired in 1977 as book-keeper. During the past 4 years she has advanced to the position of chief bookkeeper for both stations. She is responsible for billing and handling the station management from the sales of advertising.