

NAACP EXHIBIT 8

<u>Federal Communications Commission</u>	
Docket No.	<u>94-10</u> Exhibit No. <u>8</u>
Presented by	<u>NAACP</u>
Disposition	Identified <u>6/21</u>
	Received <u>6/21</u>
	Rejected _____
Reporter	<u>BARBARA LORD</u>
Date	<u>6/21/94</u>

DECLARATION OF JAN HUTCHINSON

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I, Jan Hutchinson, respectfully state as follows.

1. My background has been provided in my declaration of May 31, 1994 and is further set out in the attached resumé.

2. In the course of my career, I have worked with approximately 25 radio salespeople. I am thoroughly familiar with all aspects of radio sales.

3. I have never been a witness in a civil rights case before. I am doing this for the NAACP because I love the radio business. It has been good to me personally and professionally, and I want to be sure the business is fair to everyone.

4. I understand that KFUCO-FM has argued that "classical music expertise" (whatever that is) is an appropriate prerequisite to be hired to sell airtime on a classical music station. I am aware that KFUCO-FM changed from a noncommercial to a commercial operation in 1982, and that the station maintains that unlike salespeople at an established commercial classical station, KFUCO-FM salespersons needed classical music expertise because they had to establish KFUCO-FM's "product" to advertisers for the first time.

5. That is preposterous and no broadcaster with any sense would believe it. A radio station is not a record store. The "product" being sold is not classical music; the product is the availability of listeners, in particular numbers and with particular demographics, at particular times of day.

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6. Every businessperson interested in buying radio airtime is very familiar with what classical music is. Unlike "new age" or "acid rock", "classical" is not an obscure or esoteric format advertisers wouldn't know anything about. KFUCO-FM was hardly a startup station introducing new music into a market which had never heard this music before.

7. For a few weeks in 1982, when KFUCO-FM's "commercial classical" format was being rolled out, a salesperson might have needed to explain to advertisers how KFUCO-FM operated differently as a commercial station than as a noncommercial station. However, those differences involve announcing style, scheduling, and pacing -- matters easily explainable by a salesperson with radio sales expertise without regard to his or her "classical music expertise."

8. KFUCO-FM had the commercial classical format all to itself. It did not need to differentiate itself from any other commercial classical station. It did, however, need to convince advertisers that its listeners had attractive demographics and were tuning in to hear the programming, whatever that programming might happen to be.

9. Radio salespeople need to know radio sales. Someone who is good at selling airtime on a Black or country/western radio station is far more qualified to sell for a classical station than a classical musician who can't interpret an Arbitron report. A good automobile salesperson who doesn't know Brahms from Beethoven will do far better in classical radio airtime sales than a Symphony season ticket holder who's never set foot in a radio station.

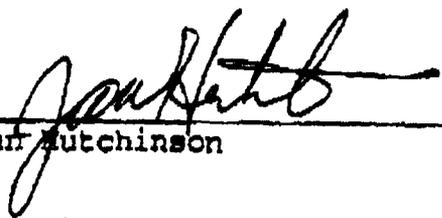
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10. An advertiser on classical radio might occasionally have a special need, such as being scheduled for spots during a symphony rather than during an opera. Thus, it might be important for a classical music salesperson to know the difference between a symphony and an opera. But any good radio salesperson could learn, in a couple of hours or less, everything he or she would need to know about classical music in order to service almost every advertiser's special needs.

11. I understand that KFVO-FM has also argued that qualified Blacks with classical music expertise are hard to find. That argument might have some merit in Springfield or Peoria, but certainly not in St. Louis. St. Louis has an enormous pool of qualified Black radio professionals who can do any job in any radio station and do it very well.

I declare under penalty of perjury under the laws of the United States of America that the foregoing Declaration is true and correct to the best of my knowledge and belief.

Executed 6/16/94.



Jan Hutchinson

JAN HUTCHINSON

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716 Le'Manns Drive
Manchester, Missouri 63021
Car 578-6370 Home (314) 394-0799

CAPABILITIES

- * Acquire new clients and maintain existing advertisers
- * Provide professional, ethical representation to national and local advertising agencies and direct accounts
- * Establish and direct effective sales staff
- * Create higher audience visibility through promotions
- * Supervise commercial production and all aspects of operations and continuity
- * Plan marketing strategy, to increase audience
- * Provide leadership qualities

ACHIEVEMENTS

- * Proven sales record, over three years as top biller at two stations
- * Acquire, develop and service over 100 new accounts
- * Increase station financial base and secure future income
- * Create specific proposals and packages to increase clientele
- * Coordinate operations for several formats
- * Operate technical equipment; radio, video, film
- * Served over eleven years in St. Louis radio with background in several positions
- * Design and execute promotions to increase audience, enhance station ratings and provide revenue
- * Solve account problems
- * Acquire new major accounts; Dillards, JC Penney, St. Louis Symphony Orchestra, Olive Garden, Landmark Banks, A.G. Edwards and more

CAREER HISTORY

WIBV-AM, Belleville: General Sales Manager
KXOK/KLTH-FM, Clayton: Acting General Sales Manager, Account Executive, Promotions
KFUO-FM, Clayton: Acting General Sales Manager, Account Executive, Promotions, Copywriter, Voice Talent
KADI-AM/FM, St. Louis: Production Director, Public Service Director, Copywriter, Continuity/Traffic Coordinator, Voice Talent Announcer/DJ
KWK-AM/FM, St. Louis: Special Promotions Assignment, Live concert simulcast coverage
KSHE-FM, Crestwood: Acting Production Director, Copywriter, Continuity/Traffic, Promotions Assitant, Photography
KWRE-AM, Warrenton: Announcer/DJ, Production, Copywriter, Voice Talent
AFFAIRS MAGAZINE: Advertising Director, Account Executive, Ad lay-out/paste up, Photographer, Model
TURQUOISE FILM/VIDEO PRODUCTIONS: General Manager, Office Manager, Photographer/Cinematographer, Oxberry Animation Camera operator
CONTEMPORARY PRODUCTIONS/MEDIASOURCE ADVERTISING: Office Manager, Media Buyer

Advertising specialist with excellent communication skills, team player. copywriting

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JAN HUTCHINSON
 716 Le'Manns Drive
 Manchester, Missouri 63021
 Office 961-0050 Home 394-0799

ACTRESS * COMMERCIALS * PRINT MODEL * VOICE TALENT

RADIO

The Cheese Place
 Danica Furniture
 Dierbergs Courtyard Restaurants
 Dierbergs FTD Florists
 Jean Phillippe Hair Salon
 The Natural Way
 Oriental Rug Center
 Philibert Security

Plaza Frontenac
 Saint Louis Symphony Orchestra
 Sambeau's Limited
 Telepro Communications
 Wallpapers To Go

TELEVISION/VIDEO/FILM

Contemporary Productions
 Comedy Blast
 Healthcare Network
 Holtens Frozen Hamburgers
 Hussman Refrigeration
 Planes Trains & Automobiles
 Ralston Purina/Continental Baking
 Robert Half/Account Temps

Sally Jesse Raphael
 Superior Savings & Loan
 United Van Lines
 Venture Stores
 World Federalists

LIVE PERFORMANCES

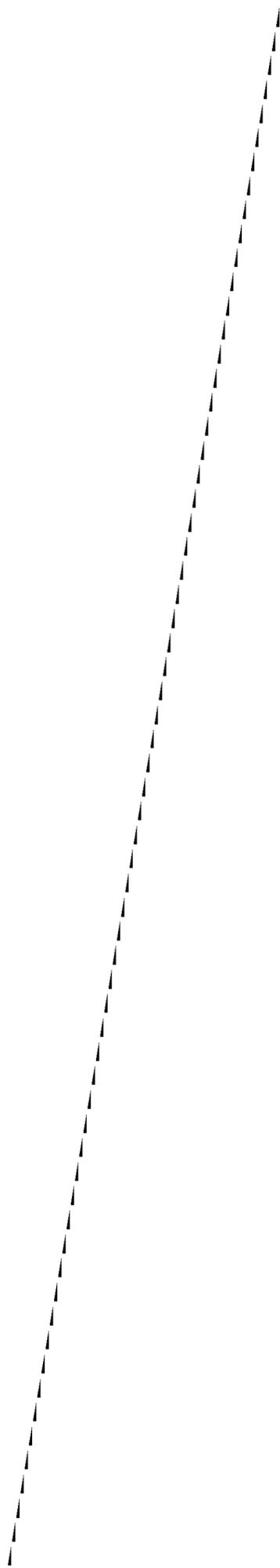
Air Force Training Seminar - roleplaying model
 Charlies - VJ/DJ/MC
 Dillard's - Ralph Lauren/Polo promotion
 Fantasies - VJ/DJ/MC
 Hidden Valley Ski Resort - 3 years, DJ/MC
 J.C. Penneys - Petite Fashions, 3 locations
 Mikes On Maryland, Chase Park Plaza - VJ/DJ/MC Manager
 St. Louis Social Singles, Joe Hanons - DJ/MC
 Six Flags Over Mid-America - Friday At The Flags - VJ/MC
 West Port Playhouse - Looks of the 80's Fashion Show - MC/Producer
 Whisper's, Radisson Hotel - DJ/VJ/MC

PRINT

American Optometric Association - brochure
 Best Sound - back cover magazine ad
 Edgewood Chemical Dependency Unit - front cover brochure
 Executive Limousine Service - back cover, magazine ad
 Ralston Purina - cereal survey, Bran News box

CAREER HISTORY

KFUO-FM, St. Louis - LSM, A/E, copywriter, voice talent, photographer
 KSHE-FM, St. Louis - Production Director, copywriter, continuity
 KADI-AM/FM, St. Louis - DJ/Announcer, Production Director, Public
 Service Director, voice talent, copywriter, photographer
 KWRE-AM, Warrenton - DJ/Announcer, production, voice talent
 AFFAIRS MAGAZINE - Advertising Director, A/E, model, photographer
 TURQUOISE FILM/VIDEO PRODUCTIONS - GM, Office Manager, coordinator
 CONTEMPORARY PRODUCTIONS/MEDIASOURCE ADVERTISING - Office Manager,
 media buyer, copywriter, operations coordinator
 MULTICOM COMMUNICATIONS - Sales Manager, A/E, Office Manager,
 Entertainment Coordinator



NAACP EXHIBIT 9

<u>Federal Communications Commission</u>	
Docket No.	<u>94-10</u> Exhibit No. <u>9</u>
Presented by	<u>NAACP</u>
Disposition	Identified <u>6/21</u>
	Received <u>6/21</u>
	Rejected <u>6/21</u>
Reporter	<u>BARBARA LORD</u>
Date	<u>6/21/74</u>

①

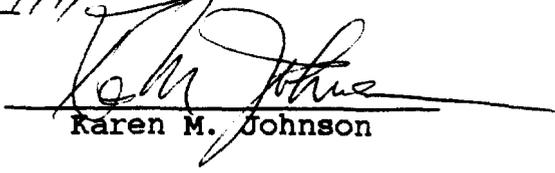
DECLARATION OF KAREN M. JOHNSON

I, Karen M. Johnson, respectfully state as follows.

1. I am an African American female residing in the city of Alton, Illinois, which is in the St. Louis Metropolitan area. I have been a resident of Alton since 1989.
2. In January of 1990, I went by the name of Karen M. Henderson.
3. In January of 1990, I sought employment at the Lutheran Employment Project of St. Louis, Missouri and was referred to KFYO radio station, by Elston McCowan.
4. I applied, in person, for the position of Receptionist on Jan 26, 1990. Prior to my applying for this position, I had six consecutive years experience as a receptionist.
5. I was never interviewed for this or any other position by KFYO.
6. Shortly after I applied, I received via mail a standard rejection letter regarding the position of receptionist.
7. I declare under penalty of perjury under the laws of the United States of America that the foregoing Declaration is true and correct to the best of my knowledge and belief.

Executed

Jan 15, 1991



Karen M. Johnson

(2)

NOTE: The data requested by this form will assist us in complying with equal employment opportunity obligations. This form will be maintained in a file separate from your resume and/or employment application. The information you provide on this form will not be available to the person who evaluates your employment application, and will not be used in any way in determining whether to offer you employment. Part B of the form will not be completed until after a decision on your application has been made, and, if an offer of employment is made, until after you have accepted or rejected the offer.

PART A

NAME: KAREN M. HENDERSON DATE: 26 JAN 70

REFERRED BY: LUTHERAN EMPLOYMENT PROJECT

RACE: BLACK

- American Indian or Alaska Native
- Asian or Pacific Islander
- Black, not of Hispanic Origin
- Hispanic or Spanish-Surnamed
- White, not of Hispanic Origin

SEX: F M

PART B

POSITION FOR WHICH APPLICANT APPLIED: RECEPTIONIST

HIRED: YES NO

IF NO, REASONS: _____

IF OFFER MADE AND REJECTED, REASONS GIVEN BY APPLICANT: _____

6,9
3

64856

2) EMPLOYMENT SERVICES

000019

ORGANIZATION Lutheran Employment Project PERSON CONTACTED _____

Elston McOwan DATE CONTACTED 1/17/90

RESULT Referred two candidates for receptionist position. Both were interviewed. One was hired.

ORGANIZATION _____ PERSON CONTACTED _____

DATE CONTACTED _____

RESULT _____

3) EDUCATIONAL INSTITUTIONS

INSTITUTION _____ PERSON CONTACTED _____

DATE CONTACTED _____

RESULT _____

4

NOTE: The data requested by this form will assist us in complying with equal employment opportunity obligations. This form will be maintained in a file separate from your resume and/or employment application. The information you provide on this form will not be available to the person who evaluates your employment application, and will not be used in any way in determining whether to offer you employment. Part B of the form will not be completed until after a decision on your application has been made, and, if an offer of employment is made, until after you have accepted or rejected the offer.

PART A

NAME: Bridget Denise Williams DATE: 1-14-90

REFERRED BY: Lutheran Employment Project

RACE:

- American Indian or Alaska Native
- Asian or Pacific Islander
- Black, not of Hispanic Origin
- Hispanic or Spanish-Surnamed
- White, not of Hispanic Origin

SEX: F M

PART B

POSITION FOR WHICH APPLICANT APPLIED: Receptionist

HIRED: YES NO

IF NO, REASONS: _____

IF OFFER MADE AND REJECTED, REASONS GIVEN BY APPLICANT: _____

003563



APPLICATION FOR EMPLOYMENT

The Lutheran Church—Missouri Synod consists of over 6,000 congregations in the United States, united to do mission and ministry more effectively and on a worldwide scale in 30 countries. Founded in 1847, it ranks second among Lutheran religious groups and is the sixth largest religious body in North America. Total membership is 2.7 million. Headquarters are located in St. Louis with 38 District offices located throughout the United States and Canada.

THE LUTHERAN CHURCH MISSOURI SYNOD

Date 26 JAN 90

PERSONAL DATA

Name	Last	First	Middle	Social Security No.
<u>HENDERSON, KAREN, M.</u>				<u>344-54-2488</u>
Street	<u>2010 POOKER</u>			Telephone
				<u>618/462-2282 or 462-4819</u>
City	State	Zip		Are you 18 years or older
<u>ALTON</u>	<u>IL</u>	<u>62002</u>		<u>YES</u>
Position Desired	Parttime/Fulltime			Date Available
<u>Receptionist</u>				<u>05 FEB 90</u>
Do you have any relatives employed by the Synod				If yes, who
<u>NO</u>				<u>N/A</u>
Religious Affiliation	Name & address of congregation			Pastor
<u>BAPTIST</u>	<u>TABERNACLE MISSIONARY BAPTIST</u> <u>2620 AMELIA ST. ALTON 62002</u>			<u>REV. L.C. CALMESH</u>
Have you ever been convicted of a felony?				If yes, explain
<u>NO</u>				<u>N/A</u>

EDUCATION

Name of School	Major Course of study	ACADEMICS Highest Grade Completed	Did you Graduate?	Degree
<u>ALTON PUBLIC SCHOOLS DIST # 11</u>		<u>GENERAL 8</u>	<u>YES</u>	
High School		<u>COLLEGE PREP 12</u>	<u>YES</u>	<u>DIPLOMA</u>
Business or Trade School*	<u>N/A</u>			
College* —Please give the last year attended or year graduated		<u>AMERICAN SIGN LANGUAGE, ENGLISH AND INTERPERSONAL COMMUNICATION</u>	<u>NO</u>	<u>N/A</u>
<u>LEWIS & CLARK COMMUNITY COLLEGE</u>				
Graduate School*	<u>N/A</u>			
List any Academic Honors				

Additional Education or Training: FT. CAMPBELL, KY - DEFENSE LANGUAGE INSTITUTE - GERMAN HEADSTART & INTER. 1987
FT. CAMPBELL, KY - COMPUTER LAB - WORDPROCESSING (WORDSTAR) & LOTUS 1-2.

SKILLS

Typing speed words per minute	Can you transcribe machine dictation?
<u>30-35</u>	<u>NO</u>
Describe your Word Processing experience	
<u>FT. CAMPBELL, KY - 1987 - ALSO OWN COMPUTER ON WHICH I DO WORDPROCESSING</u>	
Describe your data entry (CRT) experience	
<u>FMC, SAN JOSE CA 1983, FT. CAMPBELL, KY - AMERICAN RED CROSS 1987</u>	
Other business machines you can operate	
<u>COPIERS, MICROTISCHE, MICROFILM REPRO, BLUEPRINT REPRO</u>	
Do you fluently speak any foreign languages?	
<u>NO, BUT CAN SPEAK SOME GERMAN AND AMERICAN SIGN LANGUAGE</u>	
Describe other skills	

PERSONAL REFERENCES

Name and Address	Telephone	Business or Profession	Length of Acquaintance
1 Mrs. MACHELL TURNER 9125 K. JUMBLE WOOD RD LAUREL, MARYLAND	301/725-7231	R.N.	15 yrs.
2 Ms. JOANN Y. WILLIAMS 2816 CIRCLE DR. ALTON, IL	618/465-9205	CASEWORKER	15 yrs.
3 Mrs. JACQUELINE R. DAVIS 2946 SEMINOLE RD WOODBRIDGE, VA	703/494-0355	ADMIN. ASS'T.	4 yrs.
4 Mr. MARVIN MANK 1145 VERNIE ALTON, IL	618/462-8347		

PREVIOUS EMPLOYMENT

Present or Last Employer	Telephone	From	To	Position and Duties
Beverly Fagan Foundation Address 6301 HUMBELT RD. City, State, Zip GODFLEY, IL	618/466-0367	04/88	07/88	DEVELOPMENTAL TRAINER REASON FOR LEAVING RELOCATE TEACHING & SUPERVISION OF DEV-DISABLED ADULTS. Salary \$4 ³⁰ /hr \$5 ⁰⁰ /hr
Next Previous Employer DEPT OF ARMY SPOUSE ABUSE SHELTER Address 101 st ALABAMA DIV, HQRS. City, State, Zip FT. CAMPBELL, KY 42223		01/87	10/87	RECEPTIONIST / INFORMATION- REASON FOR LEAVING RELOCATE REFERRAL Salary \$4 ⁸⁶ /hr (p.t.)
Next Previous Employer AMERICAN RED CROSS Address PO Box 91 / CWAFFEE RD. City, State, Zip FT. CAMPBELL, KY 42223		03/87	10/87	CASEWORKER REASON FOR LEAVING RELOCATE Salary \$4 ⁵⁰ /hr (p.t.)
Next Previous Employer FMC Address 1830 BERING DR. / 214 B. DEVENY / 328 W. BRADEN / 1125 COLMAN AVE City, State, Zip SAN JOSE, CA 95112		10/82	12/85	RECEPTIONIST / DATA CLERK - REASON FOR LEAVING MARRIED & WANTED TO SERVED IN ARMY ACT FILES / DATA CLERK I - PRINT CLERK / SECURITY Salary \$6 ⁰⁰ - \$7 ⁴⁷ /hr.

I hereby certify that the statements made in the above employment application are true and complete to the best of my knowledge and I authorize investigation of those statements. I understand that falsification, misrepresentation, or omission of facts will be sufficient cause for elimination of any consideration for employment or cause for dismissal from the Synod if I have been employed.

The Synod has the right, exercisable at any time, and without notice, to change wages, non-accrued benefits, and policies as well as to terminate, with or without cause, the employment relationship. I understand that no manager or representative of The Lutheran Church—Missouri Synod, other than the Personnel Committee of the Synod, has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing.

I understand that all employees of the Synod are expected to respect the official doctrines of the Synod and to pursue lifestyles that are morally in harmony with its teachings.

I agree that I have read and understand the above acknowledgements and agreements and recognize all of the above as conditions of employment.

Signature

Date

INTERVIEWERS COMMENTS

Lutheran Job Placement - pants

KAREN JOHNSON-HENDERSON
2010 BOOKER
ALTON, IL 62002
(618) 462-2282

CAREER INTEREST

Social Services

DEVELOPMENTAL TRAINING EXPERIENCE

TEACHING self-help, cognitive, language, gross/fine motor, independent living skills, behavior modification, and sensory stimulation to developmentally disabled adults. Beverly Farm Foundation, Godfrey, IL 1988. Specialized Services, Granite City, IL 1979-1982. Alton State Hospital, Alton, IL 1979.

EVALUATING client skills for the purpose of setting goals/objectives, obtaining contract work and placement. Beverly Farm Foundation, Godfrey, IL 1988. Specialized Services, Granite City IL 1979-1982.

SUPERVISING, PLANNING & IMPLEMENTING all classroom schedules, O-J-T, recreational activities. Beverly Farm Foundation, Godfrey, IL 1988. Camp Rainbow, Ft. Campbell, KY 1987. Specialized Services, Granite City, IL 1979-1982.

CASEWORKING/COUNSELING

FINANCIAL ASSISTANCE & BUDGET PLANNING to military personnel & dependent families. American Red Cross, Ft. Campbell, KY 1987.

COMMUNICATION with military personnel, families American Red Cross Stations & chapters internationally, American Red Cross Ft. Campbell, KY 1987.

COUNSELING provided information/referral to clients, assisted clients in making arrangements for financial assistance, legal services, psychotherapy, marriage counseling, child care, goal/objective setting, employment. Beverly Farm, Godfrey, IL 1988. American Red Cross, Ft. Campbell, KY 1987. Dept. of Army Spouse Abuse Shelter, Ft. Campbell, KY 1987. American Red Cross Rape Crisis Team, Ft. Campbell, KY 1987. Specialized Services, Granite City, IL 1979-1982.

RECREATIONAL COORDINATING

COACHING Special Olympics, Beverly Farm Foundation, Godfrey, IL 1988. Specialized Services, Granite City, IL 1979-1982. Alton State Hospital, Alton, IL 1979.

(con't.)

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OFFICE SKILLS

CLERICAL filing, typing, record keeping, use of office machines. Beverly Farm Foundation, Godfrey, IL 1988. Dept. of Army, Spouse Abuse Shelter, Ft. Campbell, KY 1987. American Red Cross, Ft. Campbell, KY 1987. FMC San Jose, CA 1982-1987. Specialized Services, Granite City, IL 1979-1982.

PUBLIC RELATIONS providing information/referral, answering phones, making public announcements, greeting clients/customers, checking & issuing badges. FMC San Jose, CA 1982-1985. Dept. of Army Spouse Abuse Shelter, Ft. Campbell, KY 1987. American Red Cross, Ft. Campbell, KY 1987.

SPECIAL SKILLS

German - Headstart & Intermediate Language Lab Ft. Campbell, KY 1987.
Word processing (Word Star), and Lotus 1,2,3 Computer Lab Ft. Campbell, KY 1987.
Computer Data Entry - FMC, San Jose, CA 1983.
Caseworking - American Red Cross, Ft. Campbell, KY 1987.

EDUCATION

Undergraduate classes in Interpersonal Communications
American Sign Language and English, Lewis & Clark Community College, Godfrey, IL 1980.
Alton High School, Alton, IL 1978. (Diploma)

References Available Upon Request

Karen Henderson

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9

✓ 7 - punctual

✓ 9 - pleasant voice

✓ 7 - good appearance

8 - positive

✓ 8 - friendly

✓ 9 - good communication skills

7 - motivated

8 - organized

7 - multiple tasks

✓ 9 - ~~good guest greeter~~ good guest greeter

✓ 8 - works well with people

7 - ability to prioritize

✓ 8 - dependable

✓ 8 - pleasant personality

110

(48)

NAACP EXHIBIT 10

<u>Federal Communications Commission</u>	
Docket No.	<u>94-10</u> Exhibit No. <u>10</u>
Presented by	<u>NAACP</u>
Disposition	Identified <u>6/21</u>
	Received <u>6/24</u>
	Rejected _____
Reporter	<u>BARBARA LORD</u>
Date	<u>6/21/74</u>

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Declaration of Michael C. Williams

1. Michael C. Williams, respectfully state as follows:
2. I am a resident of the city of St. Louis, state of Missouri, I have been a resident of St. Louis, all my life.
3. I have been the editor and associate publisher of the Sentinel Newspaper since 1976, and have attended Lincoln University, Jefferson City, Mo. for undergraduate work, and St. Louis University Law School for graduate work.
4. My responsibility with the newspaper is to run the day to day operations of the paper, and monitor its editorial and advertising content.
5. To the best of my knowledge, besides the ads placed in the January 25, 1990 publication, KFUD has NEVER PLACED any other advertisements in the Sentinel Newspaper.
6. I want to stress that KFUD has never contacted me in regards to job referrals for African-Americans, or anyone else for that matter.
7. I declare under penalty of perjury under the laws of the United States of America that the foregoing Declaration is true and correct to the best of my knowledge and belief.

Executed: June 16, 1994

Michael Williams

Michael C. Williams
Editor & Associate Publisher
Sentinel Newspaper
2900 North Market, 63106

002396

CLASSIFIED

data processing

NETWORK/TELECOMMUNICATIONS SPECIALIST

Data Research is a nationwide vendor of VAX based automated library systems. As a result of a growth rate in excess of 40% we currently have an immediate opening for the following position:

The Network/Telecommunications Specialist position is a challenging position that is responsible for the configuration, implementation, installation and support of telecommunication networks located at customer sites. This is a position that offers a chance to enhance your knowledge of a variety of communication hardware/software. Experience with DEC Communication equipment, Digital Communication Associates Communication equipment, Gandalf Communication equipment, Paradyne Communication equipment, and DECNET/X25 protocol is desired.

This position requires an Associates Degree or equivalent experience, and knowledge of DEC VAX/VMS. Ability to travel and assume rotating on-call responsibilities.

Please send a resume with salary requirement to:

Data Research Assoc., Inc.
1276 N. Warson Rd.
St. Louis, MO. 63132
Attn: Jenni

No telephone calls please.
Equal Opportunity Employer

Banking

CUSTODIAL/OFFICE MAINTENANCE

Immediate opening for Custodial/Office Maintenance worker for non-commercial religious radio station. Must have valid drivers license for pick-up and delivery tasks. Call 725-3030. Equal Employment Opportunity Employer.

ASSISTANT DIRECTOR OF ALUMNI PROGRAMS

Washington University is seeking applications from college graduates, who have at least 2 years experience in public relations, sales, or related field, to work with the Office of Alumni and Development Programs. This position requires working with alumni and parent activities in St. Louis and throughout the United States. Preference will be given to candidates who have graduated from Washington University. Deadline is February 15, 1990. Send resume to:

Julie Ann Kohn
Director, Alumni Relations
and Parent Programs
Washington University
Campus Box 1210
One Brookings Drive
St. Louis, MO. 63130

Affirmative Action/Equal Opportunity Employer
Employment eligibility verification required upon hire

TELEMARKETING

Part-time evening position available for telephone research. No selling involved. Candidates must have a good speaking voice. Ideal for college students interested in communications. Please send resume to:

St. Louis Sentinel
2900 North Market St.
Box 1001
St. Louis, Mo. 63106
Equal Opportunity Employer M/F

CATV DESIGNER

Gencom Cable Associates is currently interviewing candidates for a CATV Designer position. Primary responsibilities shall be to establish a corporate level design department specializing in rebuilds, upgrades and fiber optic distribution. The position shall report to the Vice President of Engineering.

Qualified candidates will have advanced electronics knowledge, supervisory ability, an operations background, a minimum of ten years in CATV design and at least three years experience with CAD, including selection, set-up and operation.

Competitive salary and benefits package. Qualified candidates only submit resume, salary history and requirements to: (No phone calls please).

Gencom Cable Associates, Inc.
14522 South Outer 40 Rd., Suite 300
Chesterfield, MO. 63017

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CLASSIFIED

RECEPTIONIST/SECRETARY

Immediate opening for Receptionist/Secretary for non-commercial religious radio station. Call 725-3030. Equal Employment Opportunity Employer.

DIRECTOR OF VOLUNTEERS

B.A. Graduate 2 years experience chauffers license flexible hours. Send resumes to:

ANNIE MALONE CHILDREN'S HOME
2812 ANNIE MALONE DRIVE
ST. LOUIS, MO. 63113

EQUAL OPPORTUNITY AGENCY - EEO

EXECUTIVE DIRECTOR

Christian Social Service Agency

Challenging position confronting problems of poverty and racism. BA/BS church professionals preferred 5 years experience / social service or management / church or non profit sector. Send resume by February 19, 1990 to:

PAKT
8301 Booker
Kinloch, MO. 63140

PRODUCTION DIRECTOR

HELP WANTED

"ATTENTION: EARN MONEY TYPING AT HOME! 32,000/yr. income potential. Details. (1) 602-838-8885 Ext. T-1776."

FOR SALE

Snow Plow for Sale \$400.00. Call Mr. or Mrs. Shucks 367-6474 between 9 a.m. - 5 p.m. Mon. thur Fri.

NEEDED:

PI

Elementary K-5, Middle Selected individuals will the programs. Qualification at the grade level experience as a leader in Deadline: application or be received by Feb. 2, 1990

SCHO

UNI

834

Universit

RECEPTIONIST SECRETARY

Roberts Broadcasting is seeking outgoing and congenial person who possess good phone etiquette. Duties include greeting the public, answering multi line phone, typing, and basic computer skills: Phone 367-4600 EXT. 44. Equal Opportunity Employer M/F.

Help Wanted

ACCOUNTING CLERK

The City of Richmond Heights, Missouri is accepting applications for an experienced Accounting Clerk to be responsible for accounts payable, bank reconciliations, monthly journal entries and other related data. Successful candidate will possess an extensive knowledge of and background in municipal accounting and procedures as well as an ability to quickly adapt to the use of computerized general ledger, payroll and accounts payable program. Actual computer experience preferred. Additionally the candidate must work well with others and must be experienced at self-initiating actions and working with minimal supervision. Starting salary will range from \$18,800 to \$20,700, depending upon qualifications and experience, with a very competitive benefits package.

Laboratory

COLOR

Follows written procedure computer and equipment Performs a wide variety High School education p math or equivalent. Must l preparation of clear, concis fringe benefits. Interested applicants shot to:

(W) Pat

NAACP EXHIBIT 11

<u>Federal Communications Commission</u>			
Docket No.	<u>94-10</u>	Exhibit No.	<u>11</u>
Presented by	<u>NAACP</u>		
Disposition	Identified	<u>6/21</u>	
	Received	<u>6/21</u>	
	Rejected		
Reporter	<u>BARBARA LORD</u>		
Date	<u>6/21/94</u>		