

Hire Date: February 13, 1987
Position: Part-time Board Operator
Classification: Technical
Race/Gender: W/M
Referral Source: Resumes on file
Explanation: We always encourage people to send in resumes, which we keep on file. We received over 310 resumes for this type of position. When the station decided to join a satellite network, this person was hired because of his experience with automated stations.

Hire Date: March 3, 1987
Position: Full-time Maintenance Supervisor
Classification: Service Worker
Race/Gender: B/M
Referral Source: Individual Application
Explanation: The company was considering whether to hire a maintenance service when this person came by with a resume.

Hire Date: March 9, 1987

Position: Full-time Assistant Controller

Classification: Professional

Race/Gender: W/F

Referral Source: Contacted: The Hickey School, St. Louis Post Dispatch, Job Service, St. Louis Community College

Explanation: Our Controller looked at over 100 applications from the St. Louis Post Dispatch. Seven white women, two black women, and one black man were interviewed. We hired this applicant because of her extensive account receivables background.

The Hickey School, Job Service, and St. Louis Community College did not provide any referrals.

Hire Date: March 11, 1987
Position: Part-time Traffic Assistant
Classification: Office/clerical
Race/Gender: B/F
Referral Source: In-house
Explanation: This person was an intern in our traffic department. When we needed additional help in that area we offered her the position.

Hire Date: March 16, 1987

Position: Full-time Copy Writer

Classification: Professional

Race/Gender: W/M

Referral Source: Contacted: St. Louis Post Dispatch, Career Force, Jobs Partnership, St. Louis Community College, Job Search, Broadcast Center

Explanation: We received over 250 resumes from the Post Dispatch advertisement. We interviewed 8 Post Dispatch candidates (5 white women, 3 white men, 1 black man, 1 black woman), 2 St. Louis Community College candidates (1 white man, 1 black woman), 1 Broadcast Center candidate (black man), and 1 Career Force candidate (white man).^{1/} This person, who was hired from the Career Force referral, was chosen for his extensive radio background and production experience.

Jobs Partnership and Job Search did not provide any referrals.

^{1/} The station interviews all referral candidates.

Hire Date: March 26, 1987
Position: Part-time Board Operator
Classification: Technical
Race/Gender: B/M
Referral Source: Broadcast Center
Explanation: We have used Broadcast Center as the best way to attract qualified technical support. Broadcast Center provided us with ten mini resumes.

Hire Date: May 2, 1987
Position: Full-time Board Operator
Classification: Technical
Race/Gender: W/F
Referral Source: In-house
Explanation: KADI-KRJY has always maintained a policy of notifying all employees of job openings. This person was referred to us by a member of our on-air staff.

Hire Date: May 12, 1987

Position: Part-time Board Operator

Classification: Technical

Race/Gender: W/M

Referral Source: Unsolicited Resumes

Explanation: When KADI became KRJY the station was inundated with resumes for our part-time board operator positions. Over 300 resumes were sent to us for this type of position. This person was hired because of his extensive radio experience.

Hire Date: May 15, 1987

Position: Part-time Board Operator

Classification: Technical

Race/Gender: W/M

Referral Source: Unsolicited Resumes

Explanation: This employee was another one of the many who knew we were changing formats and brought in a resume. This type of position needs to be filled by licensed radio technicians who can adjust to never being on the air.

Hire Date: May 22, 1987
Position: Full-time Board Operator
Classification: Technical
Race/Gender: B/M
Referral Source: Unsolicited Resumes
Explanation: This employee was a former radio production director and a full-time school teacher. He had been continuously sending his resume and calling. When the station switched formats, his persistence was rewarded.

Hire Date: July 23, 1987
Position: Part-time Board Operator
Classification: Technical
Race/Gender: W/M
Referral Source: Broadcast Center/Transtar Network Format/41
Explanation: The Broadcast Center made their complete student list available to us, but this individual was recommended to us by the company that furnishes programming to us.

Hire Date: August 17, 1987

Position: Full-time Sales Executive

Classification: Sales worker

Race/Gender: W/M

Referral Source: Contacted: St. Louis Post Dispatch, Media Community

Explanation: Shortly after KADI switched formats, management sought sales people familiar with selling this type of station. This employee was recommended by a manager of a radio station with a similar format. The 155 Post Dispatch resumes we received were kept on file.

Hire Date: September 28, 1987
Position: Full-time Sales Manager
Classification: Officials and Managers
Race/Gender: W/F
Referral Source: Former employee
Explanation: Management determined that the new Sales Manager should be someone familiar with the management and station operations. Once current employees were ruled out, former employees were considered. This person had been a top sales person at the station for 3 years.

Hire Date: November 2, 1987
Position: Part-time Board Operator
Classification: Technical
Race/Gender: W/M
Referral Source: Media Industry
Explanation: This person was an Overnight Board Operator at a competing station.

Hire Date: December 28, 1987

Position: Full-time Receptionist

Classification: Office/clerical

Race/Gender: W/F

Referral Sources: Contacted: St. Louis Post Dispatch, The Hickey School, Meremec Community College

Explanation: Over 233 resumes from the Post Dispatch ad were sent to us. We interviewed 8 Post Dispatch candidates (5 white women, 3 black women), 1 Hickey School candidate (black woman), and 1 Meremec Community College candidate (black woman).^{2/} This person was hired from the Post Dispatch referral.

^{2/} The station interviews all referral candidates.

Hire Date: December 29, 1987
Position: Full-time Board Operator
Classification: Technical
Race/Gender: B/M
Referral Source: In-house
Explanation: When station employees were informed of this position, one of our employees highly recommended this person.

Hire Date: January 4, 1988
Position: Full-time Receptionist
Classification: Office/clerical
Race/Gender: B/F
Referral Source: Contacted: St. Louis Post Dispatch, Job Service

Explanation: We received more than 95 applications from the St. Louis Post Dispatch. We interviewed 2 black women from that source. This employee regularly attended a live program our station produces every Sunday. She had many years of secretarial experience and was familiar with our station.

Job Service did not provide any referrals.

Hire Date: February 13, 1988

Position: Full-time Morning Disc Jockey/Program Director

Classification: Professional

Race/Gender: W/M

Referral Source: Other Radio Stations

Explanation: Our station had recently changed formats and needed a morning Disc Jockey with high name recognition who was familiar with our type of format. This person was a popular morning disc jockey at a major competitor.

Hire Date: February 25, 1988

Position: Full-time Sales Secretary

Classification: Office/clerical

Race/Gender: W/F

Referral Source: Contacted: St. Louis Post Dispatch, Job Service, United Minority Media, Image Inc., Women's Programs

Explanation: Once again the St. Louis Post Dispatch proved to be the best way to attract minority applicants. We received more than 100 Post Dispatch resumes, and we interviewed 9 Post Dispatch candidates (5 white women, 4 black women) and 1 Job Service candidate (black woman).^{3/} We hired a Post Dispatch candidate who had the important qualification of being very familiar with St. Louis media sales and promotions.

United Minority Media, Image Inc., and Women's Programs did not provide any referrals.

^{3/} The station interviews all referral candidates.

Hire Date: February 29, 1988

Position: Full-time Sales Representative

Classification: Professional

Race/Gender: W/M

Referral Source: Contacted: United Minority Media, St. Louis Post Dispatch

Explanation: Over 102 resumes were received from the Post-Dispatch. United Minority Media provided no referrals. The station needed to hire someone with prior radio station experience. This applicant fit that requirement. His qualifications made him impossible to pass up.

Hire Date: March 16, 1988

Position: Full-time Receptionist

Classification: Office/clerical

Race/Gender: W/F

Referral Source: Contacted: St. Louis Post Dispatch, Job Service, United Minority Media, Image Inc., Women's Programs

Explanation: This person was hired from the Post Dispatch referral. We interviewed 6 Post Dispatch candidates (4 white women, 2 black women) and 2 Job Service candidates (2 black women).

United Minority Media, Image Inc., and Women's Programs did not provide any referrals.^{4/}

^{4/} The station interviews all referral candidates.

Hire Date: March 26, 1988

Position: Part-time Board Operator

Classification: Technical

Race/Gender: B/M

Referral Source: Broadcast Center

Explanation: We usually contact the Broadcast Center for a position of this nature since it requires a person with a radio operator's license. The Broadcast Center provided us with 7 mini resumes. We interviewed 2 black male candidates.

Hire Date: May 2, 1988
Position: Full-time Receptionist
Classification: Office/clerical
Race/Gender: B/F
Referral Source: Intern
Explanation: This employee had been an intern for the station. When the position opened up she wanted the opportunity, and we always try to advance the people we train.

Hire Date: May 5, 1988

Position: Full-time Bookkeeper

Classification: Professional

Race/Gender: B/F

Referral Source: Contacted: St. Louis Post Dispatch, Job Service, United Minority Media, Image Inc., Women's Programs

Explanation: Once again the Post Dispatch proved to be our best recruitment source. We received over 100 resumes. We interviewed 7 Post Dispatch candidates (3 white women, 4 black women). One major reason we hired this person was because of her desire to further her education. KRJY Radio is committed to helping people advance themselves.

Job Service, United Minority Media, Image Inc., and Women's Programs did not provide any referrals.

Hire Date: May 13, 1988
Position: Part-time Board Operator
Classification: Technical
Race/Gender: W/M
Referral Source: Broadcast Center
Explanation: We interviewed 2 Broadcast Center referrals (1 white man, 1 black man). This particular employee was hired because his school schedule was able to fit around the hours of the position. The other applicant was unable to work the required hours.