

Ad Astra Per Aspera Broadcasting, Inc.
Annual EEO Public File Report Form
KNZS-KWHK-KSKU-KXKU
2011 Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080©)(6) of the FCC’s EEO rules for broadcast station employment units with five or more full time employees. It is to be included in our public file on or before the anniversary of our renewal of license application. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KNZS (FM) Arlington, KSKU (FM) Sterling, KWHK (FM) Hutchinson, and KXKU(FM) Lyons, KS and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web site. www.adastraradio.net

The information contained in this Report covers the time period beginning January 1, 2011 to and including December 31, 2011 (the “Applicable Period”) The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period; (BY JOB TITLES)

Job/Vacancy - Date Filled - Recruitment Source

One Full Time On-Air Job was created with an in house promotion during 2011! There was one full-time job filled during the calendar year of 2011. A part-time female was promoted to a full-time on-air job. No actual vacancies were filled in 2011. A position was created with the promotion.

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;

A. Not Applicable/One Promotion from part-time to full-time.

Some of the following recruitment sources were utilized to fill part-time vacancies during 2011.

0. Employee Referrals

1. Ad Astra per Aspera Broadcasting, Inc.
KNZS(FM), KSKU(FM), KWHK (FM)& KXKU(FM)
On-Air Advertising & Recruitment
106 N. Main Street
Hutchinson, Kansas 67501
Cliff C. Shank & Aaron West
(620) 665-5758

2. Hutchinson News Newspaper
P.O. Box 190
Hutchinson, KS 67504-0194
620 694-5700
Classified ADS

3. Barton County Community College/Career Planning and Placement Center
245 NE 30th Rd - Room 102 Library
Great Bend, KS 67530
Jennifer Ankerholz ankerholzj@bartonccc.edu
620-792-9349

4. Ft Hays State University/Career Services
600 Part St. - Rm. 214 Sheridan Hall
Hays, KS 67601
Daniel Rice careers@fhsu.edu
785-628-4260

5. Hesston College/Career Services
Box 3000
Hesston, KS 67062
Steve Smith steves@hesston.edu
620-327-8325

6. Tabor College/Career Services
400 S Jefferson - Tabor College Library
Hillsboro, KS 67063
620-947-3120 ext 1221

7. Hutchinson Community College/Communications Department
1300 North Plum - Bldg. 12
Hutchinson, KS 67501
620-665-3433

8. University of Kansas/Career and Employment Center
1601 Irving Hill Rd - 100 Burge Union
Lawrence, KS 66045
785-864-3624 uces@ku.edu

9. Bethany College/Career Services
Warner Hall
Lindsborg, KS 67456
785-227-3311 ext 8230
www.bethany1b.edu/about bethany/student life/ career services

10. Kansas State University/Career and Employment Services
100 Holtz Hall
Manhattan, KS 66506
Kerri Day Keller ces@ksu.edu
785-532-6506

11. McPherson College/Office of Career Services
P.O. Box 1402 - 1st Floor Miller Library
McPherson, KS 67560
Michael Schneider schneidm@mcpherson.edu
620-241-0742 ext 1227

12. McPherson County NOW

McPherson, KS

Marla Patrick McPhersonNOW@kansasnow.org

13. Bethel College/Center for Career Dev and Placement

300 East 27th Street

North Newton, KS 67117

Marla Krell marla@bethelks.edu

316-284-5326

14. Sterling College

Career Services www.stercolks.edu/capus/careerservices

125 W. Cooper P.O. Box 98

Sterling, KS 67579

620-278-2173

15. Kansas Association of Broadcasters

2709 SW 29th Street

Topeka, Kansas 66614

Kent Cornish info@kab.net

785-235-1307

16. Wichita State University/Office of Career Services

1845 Fairmont

Wichita, KS 67260

Karen Gillenwater career.services@wichita.edu

316-978-6831

17. National Association of Broadcasters

Career Center

1771 N Street NW

Washington, DC 20036

202-429-5497

careercenter@nab.org

18. Hutchinson High School

Kevin Kneisly

kneislyk@usd308.com

(620) 665-4877

19. Cowley County Community College/Career Services
Kim Biddle biddle@cowley.edu
125 S. 2nd.
Arkansas City, KS 67005
(620) 441-5312

20. Trinity High School
Brian Cordel bcordel@trinity.hutch.com
1400 E. 17th Ave.
Hutchinson, KS. 67501
(620) 662-5800

21. Kingman Leader-Courier Newspaper Classified Ads
140 N. Main
P.O. Box 353
Kingman, KS 67068
620 532-3152

3. The recruitment source that referred the hires for each full-time vacancy during the Applicable Period; January 1, 2011 - December 31, 2011

Job Vacancy - Date Filled - Recruitment Source

1. Not Applicable/No Openings, in house promotion.

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;

Job Vacancy - Recruitment Source - Number of Applicants***

ALL OF OUR E.E.O. DATA WAS LOST IN A FIRE SEPTEMBER 2, 2011.

0. Employee Referrals/Rehire - unknown ***

Walk-Ins/Unknown - unknown ***

1. A.A.P.A. Inc. advertising on KWHK-KNZS-KSKU-KXKU - unknown***

2. Hutchinson News Classified - ***

7. Hutchinson Community College - ***

14. Sterling College - ***

16. Kansas Association of Broadcasters - ***

18. National Association of Broadcasters - ***

19. Hutchinson High School - ***

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©) (2) of the FCC rules.

Ad Astra per Aspera Broadcasting, Inc. d.b.a. as KNZS(FM), KSKU (FM), KWHK (FM)& KXKU (FM) conducted the following initiatives:

KNZS (FM), KSKU (FM), KWHK (FM)& KXKU (FM) participated with the Kansas Association of Broadcasters in its Job Bank and Internet Programs which has had a substantial number of participants of that are women and minorities.

KNZS (FM), KSKU (FM), KWHK (FM) & KXKU (FM) currently airs announcements urging organizations to contact us, if they wish to be notified of job opportunities at each station.

KNZS (FM), KSKU (FM), KWHK (FM) & KXKU (FM) currently airs employment recruitment announcements urging women and minorities to apply for future job openings at our radio stations.

KNZS (FM), KSKU (FM), KWHK (FM) & KXKU(FM) helped promote the K.A.B. Student Seminar in April, 2011.

KNZS (FM), KSKU (FM), KWHK (FM)& KXKU (FM)'s President & General Manager, Cliff Shank served on the K.A.B. Scholarship and Internship committee as a board member. The K.A.B. awarded \$ 15,000 in scholarships, internships, educational grants in 2011.

KNZS (FM), KSKU (FM), KWHK (FM) & KXKU (FM)'s President & General Manager, Cliff Shank is a member of the K.A.B. Foundation.

KNZS(FM), KSKU(FM), KWHK (FM)& KXKU(FM)/Ad Astra per Aspera Broadcasting, Inc. has donated \$ 250 to K.A.B. Foundation for scholarships and helped will participate in the selection process for awarding the scholarships.

KNZS(FM), KSKU(FM), KWHK (FM)& KXKU(FM) participated with the Kansas Association of Broadcasters by offering paid and unpaid internship programs during 2011.