

ANNUAL EEO REPORT FOR KERM INC-

FEBRUARY 1, 2020

KERM INC, operates two radio stations, KURM AM 790 licensed TO Rogers, Arkansas. which has served the Rogers community (now about 60,000 population, since 1979, and KURM FM. licensed to Gravette, a community of less than 6,000. In subsequent years Rogers has undergone transformational growth from a town of about 14,000 in 1979.

Both stations are served by a common staff. KERM INC this past year added an FM translator, licensed to Huntsville, a small community east of Rogers, of about 2000, unserved previously. That translator K248DM is 97.5 FM and serves KURM AM.

The format of KURM AM and KURM FM is news-talk Community Involvement. This format is a key to its community service. For example, KURM stations sends reporters to area city council, quorum court and school board meetings. No other local station has attended a city council meeting in the past 15 years or more. KURM stations programs an hour long INFORMATION HOUR each week-day morning from 5-6AM, schedules WHATS HAPPENING notices thru the day to promote community activities, including church and civic clubs, even a PET PATROL for owners of missing pets. Three programs daily of DIAL-A-TRADE, allows listeners to buy-sell-trade free of charge. Area schools, about 30 in the Ark-Mo-Ok region have their own football and basketball coaches shows to promote their programs. (ON JANUARY 29th, 2020 KURM hosted its 40th annual DREAM TEAM FOOTBALL BANQUET with 25 schools from the three state region in attendance).

(A SUMMARY OF 2019)

2019 like the previous year was challenging when it comes to hiring. However, the majority of employees working in 2018, are still employed. One other person hired during the year (Bruce Bailey) was added and is still employed.

CURRENT STAFF-

- (1) Kermit Womack is President and General Manager
- (2) Diane Womack (wife) is V.P. and Director of Sales
- (3) David Shoen, is News Director and Sports Director
- (4) Tommy Elmore is chief announcer

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- (5) Gary Williams is night announcer (black)
- (6) Cleon ~~Rioff~~ is a programmer
- (7) Bruce Bailey - telephone sales
- (8) Kevin Thompson- telephone sales

In addition two part time employees are employed- Hope Mocevnick works Sundays. another individual works 12 hours a week in the advertising department. KURM employs a part time bookkeeper (Jeremy Grotts) and an engineer (Eric Morris) as contract labor.

KURM OPERATES THE ONLY COMMUNITY INVOLVEMENT FORMAT IN THE AREA, AND DOES SO WITH A SMALL BUT DEDICATED HARD WORKING STAFF.

GENERAL EMPLOYMENT CLIMATE-

In my estimation, the current job market makes it the most difficult task of hiring, in the 40 years of our operation. Rapid growth in the region (Benton and Washington Counties have now exceeded 600000 population) has produced a level of full employment. Everywhere you look, you see "hiring" signs, and with an UNEMPLOYMENT RATE OF ABOUT 2%, everybody who wants a job has one. And candidly, the comparative low pay of radio stations cannot compete with the big companies who are able to provide health insurance and greater benefits. Area schools are starting teachers with no experience and a BA degree, at salaries near 50,000 dollars.

An indication of an ever changing media landscape is the recent announcement by Arkansas s only statewide newspaper, which will stop weekly printing and go to a digital delivery this wummer. The publisher stated they were doing so to SAVE THE NEWSPAPER.

I believe the FCC should recognize that in todays climate, stations such as KURM which employs less than 10 persons, should be exempt from some of the time consuming records keeping and employment concerns, which consume valuable resources in compliance. In a nutshell, KURM WOULD HIRE ANYBODY CAPABLE OF GETTING TO WORK ON TIME THATS STILL Breathing.

I predict that in time, more and more radio stations will be reduced to a poor state of being...from internet competition, shrinking revenue streams, and other constraints. Today, most of the stations in Northwest Arkansas are operated by conglomerates who have the luxury of combining staffs, and have the resources to comply with burdensom regulations. Small locally owned stations do not.

KERM INC EMPLOYS THE FOLLOWING RECRUITMENT MODELS-

- (A) Attendance and participation in two JOB FAIRS...sponsored by the Rogers-Lowell Chamber of Commerce. Again this year a small number of job seekers attended the fairs. Many of those who did, were trying to transition from a high paying job previously held at firms such as Walmart, and were looking for similar pay. Some of these people have lost five figure jobs, and therefore have little or no interest working for radio station wages. Couple that dynamic with a 2% area unemployment figure, and its slim pickings.
- (B) Newspaper and Radio ads. (see copies attached). This year response not good. When you spend \$300 for newspaper ads and get little response the message is clear.
- (C) Web site postings- In recent years this source also has dried up. and most responders are mid management types who live in other states, and are not interested in basic employee positions.
- (D) Attendance at county fairs in the four local counties, which gives KURM and opportunity to interview young men and women, some of whom have an interest in getting a job, compatible with their college studies.
- (E) Scholarships- KURM awards an annual scholarship to an outstanding local student.
- (F) Intern position- KURM offers interested local students an opportunity to participate in a 90 day summer internship, with the goal of finding students with an interest in working in radio.
- (G) Listings with the Arkansas Dept of Workforce Development
- (H) Northwest Arkansas Community College job postings.

GENERAL ASSESSMENT-

When you have the dynamics facing small market radio, such as competitive factors like social media prominence which limits advertising revenue, coupled with historic low unemployment, it creates the most challenging time to date for ever survival. The younger generation is trending toward more time on their smart phones, more reliance on Facebook and less time listening to the radio.

During 2019 the following hires were made noting source... NOTE the number of very brief employment periods of many applicants.

ATTACHED ARE COPIES OF NEWSPAPER ADS PLACED, AND RADIO ADVERTISING RUN.

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(1) January 1-15 NORTHWEST ARKANSAS DEMOCRAT GAZETTE ADS OF OPENINGS.

(2) Radio Ad January 14th-20th, seeking all positions.

Programmer hired (Steven Ross) began employment Feb 25th, quit in August.
Salesperhon hired, (JAMES ROBERTS) began employment Feb 21st quit March 4th.

(3) AD posted at NWACC
RADIO AD

Salesman hired (Dennis "Mike" House, began employment March 28 left April 1st)
May 8th Job Fair- Chamber of Commerce, Frisco Mall.

Interviewed Zachary Colvin- He declined employment
Interviewed Alex San Migael- he lived in California indicated he was thinking
of moving to Northwest Arkansas---did not materialize.

(4) Sales Ad on Radio - copy attached.

(5) Programmer hired, Alycia Hays- began employment Sept 1st left Sept 13th.
Salesman hired Brad Bernard began employment Sept 23rd left Oct 7th.

(6) Posting on Indeed for Sales position.

Note- Several resumes were received, none of which were remotely qualified
related to the job advertised.

(7) Oct 19th Radio Ad attached-

Sales person hired Bryan Banks began employment Oct 28 left Dec 10th
Jason Holt began employment Oct 30th left Nov 17th

(8) October 21st, Job Fair Chamber of Commerce Frisco Mall

15 people signed up at KURM booth (no one followed up seeking an interview)

(9) October 25th Radio Ad attached seeking program and sales personnel

No response.

CONCLUSION- My observation is that too many applicants fall into several
catagories which virtually assures non effective results. including-

- (a) Personnel who have lost employment elsewhere for various reasons...including
downsizing by major employers. In most cases high paying jobs and applicant
seeking similar pay- which may have been the reason they were let go.
- (b) Personnel who have serious personal issues such as alcohol induced health
issues or addictive problems.
- (c) Some of the short term employees simply fail to show up on time and have
serious attendance records. Some employees simply didn't have a drivers
license due to previous DWI's and had to rely on family members for transportation.

In short...when unemployment is 2%, and hiring signs are displayed all over
town, you're simply left with the "bottom of the barrel.

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Attached are exhibits of various advertising run on radio and in the newspaper as well as postings in various media outlets.

Sincerely,



KERM INC

Kermit Womack
President

1/15/2019

Subject: Re: Help Wanted Ad

From: "Tammy Rusher" <trusher@nwadg.com>

Date: 1/15/2019, 1:32 PM

To: <kurm@kurm.net>

Please Cancel. No Results.

Thank you

Hello,
I was checking back with you on your recruitment ad.
It is still up on our website.

If I need to run in print again, please let me know.

1

KURM Radio
in its 40th year wants to
add personnel.

ACCOUNTING
Experienced with
Quick Books

TELEMARKETING
6 Hours Daily Mon-Fri

PROGRAMMING
News/Sports Reporting

For information, contact
KURM, 113 E. New Hope
Rd, Rogers or E-Mail
kurm@kurm.net
E.O.E.

2

Thanks
Tammy Rusher
Recruitment Advertising Specialist | trusher@nwadg.com
479-571-6412

Northwest Arkansas Democrat-Gazette
Our community. Our paper.

Radio Ad

Jan 14, 2014

Radio

HELP

IN A TIME WHEN UNEMPLOYMENT IN OUR AREA IS ABOUT 22.5%...ITS OBVIOUSLY A CHALLENGE TO FIND QUALIFIED PEOPLE WHO WANT A JOB. But I believe that in our listening audience...there are people who would find one of our positions here at KURM RADIO...to be of interest.

The station would like to interview prospective personnel for our accounting job opening. This position is about 30 hours per week...with those hours flexible to suit the worker. It consists of managing our quick books system entering charges and credits....and our payroll for a staff of about 10, who receive pay-checks twice a month...(even during a government shut-down) It is highly desirable that the employee would know something about KURM RADIO and have general information about the business community. The position pays \$20 per hour.

KURM would also like to add personnel to its advertising staff...and while it is not necessary that someone have sold radio advertising...it is desirable that the employee have had some sales experience...so that they understand some of the characteristics with which a salesman confronts. IT IS EXTREMELY IMPORTANT THAT A KURM SALES PERSON, UNDERSTANDS THEY WORK FOR THE BUSINESSMAN... AND THAT FIRST AND FOREMOST, THE STATION EXPECTS THE EMPLOYEE TO ALWAYS HAVE THE BUSINESSMAN'S BEST INTEREST AT HEART.

And KURM would like to add a person to its news and programming staff.... we can train someone with an aptitude to do this job, which will include some on air work...possibly some sports announcing, if the person has an aptitude, and news writing.

KURM is community involved radio...in its 40th year...so if you have an interest in visiting with the station about any of these positions...please send or bring your resume to KURM . 113 East New Hope... our fax is 631-9711...our Web site is www.kurm.net

WE ARE AN EQUAL OPPORTUNITY EMPLOYER -

Posted: NWHL
Mar: 2019

Do you enjoy Selling?

Then earn **extra income** with a part-time position in KURM Radio's Sales Department.

Base salary plus commission

KURM AM/FM Radio has served the community for the past 40 years. We are conveniently located at 113 E. New Hope in Rogers.

Email resume to Kurm@Kurm.net or call Diane at (479) 633-0790.

Equal Opportunity Employer

March 2019

*category #
Morse
sales*

Sales Position Open

Do you have sales experience? Do you enjoy selling on the phone? Then KURM Radio has the perfect job for you: selling radio advertising. Work Monday through Friday from 8:00 a.m. to 3:00 p.m. Earn good hourly wage, plus commission. *Benefits*

Send resume to:

KURM Radio

113 East New Hope Road
Rogers, AR 72758

Or e-mail kurm@kurm.net

KURM is an equal opportunity employer.

D/S

Chamber Networking & Educational Events

The Rogers-Lowell Area Chamber of Commerce hosts a variety of events to help build your network and learn. Below are the upcoming events to note. For more event details and to register, visit us online at RogersLowell.com.

Featured Upcoming Events

MAR
12



Presented By | Scooter's Coffee & Servpro
Hosted By | Scooter's Coffee @ Frisco Station Mall
Address | 1887 W. Walnut St., Rogers

MAR
20



Presented By | The Arkansas 529 College Investment Plans
Hosted By | Rogers-Lowell Area Chamber of Commerce
Address | 317 W. Walnut St., Rogers

MAR
21



Presented By | Chambers Bank
Hosted at | Chambers Bank
Address | 4201 W New Hope Rd., #101, Rogers

APR
10



Presented By | Lewis Automotive Group
Location | NWACC Shewmaker Center for Workforce Technology (Walmart Auditorium)
1000 S.E. Eagle Way, Bentonville

Every
Wednesday



Presented By | Benchmark Group
March Host Sponsor |
NWA Getaways Dream Vacations
Location | Golden Corral in Rogers
2605 W Pleasant Crossing Dr., Rogers

Quick Reference Calendar | MARCH

Business Building Events

Upcoming Meetings

View complete calendar at RogersLowell.com

MAR
05

3.5 | Hustle In Heels: Pop-Up Event - Brewery Tour
5:30 p.m. - 7:00 p.m. | Ozark Brewing Co.

MAR
07

3.7 | Small Business Council Meeting
8:30 a.m. - 9:30 a.m. | Rogers-Lowell Area Chamber of Commerce

MAR
07

3.7 | Hustle in Heels Committee Meeting
9:30 a.m. - 10:30 a.m. | Rogers-Lowell Area Chamber of Commerce

MAR
08

3.8 | Government Affairs Committee/Large Industry Council Meeting
11:30 a.m. - 1:30 p.m. | Rogers-Lowell Area Chamber of Commerce

MAR
12

3.12 | Coffee Connection
7:30 a.m. - 8:30 a.m. | Scooter's Coffee @ Frisco Station Mall

MAR
13

3.13 | Visit Rogers Advertising & Promotion Commission Meeting
4:00 p.m. - 5:00 p.m. | Rogers-Lowell Area Chamber of Commerce

MAR
14

3.14 | Ambassador Meeting
11:00 a.m. - 12:30 p.m. | Rogers-Lowell Area Chamber of Commerce

MAR
20

3.20 | Chamber Tutorial
8:30 a.m. - 10:00 a.m. | Rogers-Lowell Area Chamber of Commerce

MAR
21

3.21 | Business After Hours
5:00 p.m. - 6:30 p.m. | Chambers Bank

NORTHWEST ARKANSAS
JOB FAIR

ROGERS-LOWELL AREA Chamber of Commerce
SPRING

WEDNESDAY, MAY 8 | 2019

10:00 A.M. - 3:00 P.M.

FRISCO STATION MALL IN ROGERS

FOR MORE INFORMATION AND
TO RESERVE A BOOTH
VISIT ROGERSLOWELL.COM

Aug 2019

HELP

THE COLONEL HERE... ATHLETIC TEAMS AREN'T THE ONLY ONES TRYING TO RECRUIT...
KURM RADIO...AS WE LOOK TO THE FALL...ARE INTERESTED IN RECRUITING SOME
MEN OR WOMEN INTERESTED IN JOINING OUR TEAM.

WITH THE FALL FOOTBALL SEASON...NOT TOO FAR AWAY...I'M INTERESTED IN HIRING
A STAFF MEMBER WHO CAN DO SPORTS "PLAY BY PLAY". THAT INDIVIDUAL...WILL HAVE
OTHER PROGRAMMING DUTIES IN ADDITION TO SPORTS... SO IF YOU THINK THIS MIGHT BE
OF INTEREST...GIVE ME A CALL, OR SEND ME A RESUME...AND WE'LL TALK.

WE'RE ALSO INTERESTED IN ADDING SOMEBODY TO WORK IN OUR NEWS AND ANNOUNCING DEPT...
THIS IS A FULL TIME POSITION...44 HOURS A WEEK...AND SUCH QUALITIES AS
THE ABILITY TO READ WITH MEANING...CLEAR VOICE...ABILITY TO WRITE NEWS STORIES...
ARE REQUISITES.

AND OUR SALES STAFF...HAS AN OPENING FOR A PERSON TO DO TELEMARKETING...WHICH
ENTAILS NOTIFYING AREA BUSINESSES OF SPECIAL PROGRAMS ON THE RADIO STATION. THAT
POSITION IS A 5 DAY A WEEK JOB...6 HOURS PER DAY...AND INDIVIDUALS ARE PAID A BASE
HOURLY RATE OF PAY...PLUS A COMMISSION PERCENTAGE.

IF YOU'RE INTERESTED IN DISCUSSING ANY OF THESE POSITIONS...PLEASE CONTACT THE COLONE
OR DIANE...AT KURM RADIO STATION. KURM IS AN EQUAL OPPORTUNITY EMPLOYER.

TSR – Telephone Sales Representative

Kurm Radio - Rogers, AR 72758

Part-time

Sept 2019

x

Indeed

Apply Now

Save this job

KURM Radio is looking for an experienced TSR – Telephone Sales Representative.

If you enjoy speaking with people, we might have the perfect job for you. The right candidate will possess the ability to make **outbound** calls daily to create sales in new accounts and cultivate new opportunities within existing accounts. As a telephone sales representative, you make outbound calls and work with customers to sell airtime, radio spots that advertise the customer's products or services.

A Telephone Sales Representative must be pleasant and enthusiastic about what our company has to offer. This excitement must come through on every call to guarantee that customers enjoy speaking to you and want to learn more about Kurm's advertising opportunities. As a representative, you will get the chance to prepare personalized ad copy that resonates and engages audiences.

Job Responsibilities

- Service current accounts or contact businesses to start new accounts
- Must identify decision makers and establish a relationship
- Encourage airtime purchases by using prepared script
- Obtain and confirm customer's written ad narrative
- ~~Collect pre-payment~~, when appropriate.
- Role often requires solid interviewing/selling/persuasion skills to close sales
- Expected to meet sales goals
- Document and process orders promptly and accurately
- Tasks include updating relevant customer information - including but not limited to: main contact, address, and phone numbers.
- Follow organization protocols to maintain quality and accuracy and guarantee customers receive exceptional service.

The ideal candidate is reliable and prompt; able to communicate clearly and professionally with internal and external customers. Excellent organizational skills and accuracy are important qualifications for this position. As a TSR, you can relax and enjoy your day in an office while making connections.

Key Competencies

- Exhibit excellent verbal and written communication skills
- Maintain excellent attendance/punctuality record
- Professional attitude and positive personality are key to success.
- Be goal oriented, self-disciplined, and self-motivated to produce results.

KURM, 790 AM and 100.3 FM, radio station is a broadcasting and media production company. We broadcast news, talk, local sports, farm information, community engagement and events programming for the northwest Arkansas and tri-state region.

Come work for the "Mighty 790!" We are an Equal Employment Opportunity (EEO) Employer.

OCT 19, 2019

Anniversary Special

SALES

KURM RADIO HAS AN IMPORTANT DATE COMING UP IN NOVEMBER...KURM WILL BE OBSERVING ITS COMPLETION OF 40 YEARS OF SERVICE TO THE REGION. ITS COMMUNITY INVOLVEMENT FORMAT...WHICH HAS BEEN THE HALLMARK OF THE STATION...THE INGREDIENT WHICH SEPERATES KURM FROM ALL OTHERS...CONTINUES.

AS WE MOVE THRU THE FALL AND INTO THE WINTER...WE'RE DETERMINED TO BUILD UP OUR ADVERTISING SALES STAFF. AND WE THINK...HEREIN IS A GREAT OPPORTUNITY FOR EMPLOYMENT...THAT WOULD BE CONVIENIENT AND REWARDING FOR A VARIETY OF INDIVIDUALS. AND HERE'S WHY I SAY THAT: OUR TELEPHONE SALES STAFF...WORK A 6 HOUR DAY... THEY WORK IN A CLEAN...COMFORTABLE WORKPLACE. NO TRAVEL...IN TH IS CONGESTED NORTHWEST ARKANSAS. AND INDIVIDUALS WHOSE AGE...OR HEALTH CONDITIONS MIGHT BE LIMITATIONS IN MANY JOBS...CAN BE SUCCESSFUL.

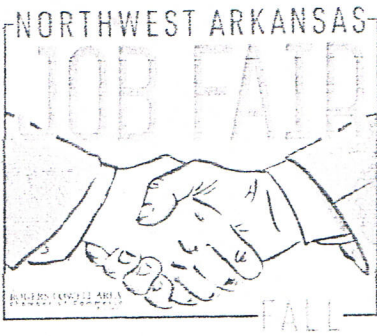
IF ONE DOES A GOOD JOB...HE OR SHE CAN EARN VERY NICE PAY. AND AS AN ENCOURAGEMENT I:M PLEASED TO PROVIDE A \$1000 SIGNING BONUS. LIKE I SAID...WE'RE INTERESTED IN TALKING WITH INTERESTED MEN OR WOMEN ABOUT THE OPPORTUNITIES AT KURM. IF INTERESTED SEND YOUR RESUME OR STOP BY AND FILL OUR AN APPLICATION. KURM IS LOCATED IN ROGERS ARKANSAS AT 113 EAST NEW HOPE. OUR WEB ADDRESS IS WWW.KURM.NET. SALES COORDINATOR IS DIANE WOMACK. AND KURM IS AN EQUAL OPPORTUNITY EMPLOYER.

=====

TERMS OF SIGNING BONUS

- (1) TO QUALIFY INDIVIDUAL MUST COMPLETE THREE MONTHS (90 DAYS) SATISFACTORY EMPLOYMENT...MEETING ESTABLISHED SALES GOALS.
- (2) UPON COMPLETION OF 3 MONTHS SATISFACTORY SERVICE...THE BONUS WILL RE PAID AT \$250 PER MONTH, FOR THE NEXT FOUR MONTHS OF SATISFACTORY SERVICE.

NOTE- SATISFACTORY SERVICE WILL REQUIRE REASONABLE ATTENDANCE...AND MEETING OF ESTABLISHED SALES GOALS. PEFORMANCE WILL INCLUDE PROPER ATTENTION TO SERVICE REQUIREMENTS...AND HONESTY IN CLIENT REPRESENTATION.



WEDNESDAY, OCT. 2 | 2019

10:00 A.M. - 3:00 P.M.

Frisco Station Mall | 100 N. Dixieland Rd., Rogers



Exhibitor Application Form

This form serves as your contract. Please carefully read the terms of the contract outlined in the registration materials before signing. Return via mail to 317 W. Walnut St., Rogers, AR 72756. **Applications are due 5 business days before the event.**

Exhibitor Information - Please print

Business Name (as it should read on all promotional materials): KURM Radio
 Contact Name: Diane Womack
 Address: 113 East New Hope Road
 City: Rogers State: Ark. Zip: 72758
 Phone: 633-0790 Email (required): KURM@KURM.Net

Booth Specifications

Please reserve the following booths for my company:

	Quantity	@	\$	=	\$
Member Booth	<u>1</u>	@	\$250	=	\$ <u>250.</u>
Non-Member Booth	_____	@	\$400	=	\$ _____
Premium Booth Upgrade	_____	@	\$100	=	\$ _____ (limited supply available)
Late Registration Fee	_____	@	\$50	=	\$ _____ (For registration within 5 days of event)
Additional Lunch(es)	_____	@	\$15	=	\$ _____
Total=				\$	_____

Booth fee includes:

- 10' x 8' Booth Space
- Pipe & Drape
- 8' Table
- Two Chairs
- Booth Sign
- Two Exhibitor Lunches
- Wireless Internet

Do you need electricity? Yes _____ No X

Please note: Booths will be assigned in the order in which the applications and payments are received. We will make every effort to accommodate your request. Premium location booths are reserved for Sponsors. Premium booth locations not reserved by Sponsors are available for an additional fee of \$100.00.

Payment Information - Please specify only one

Enclosed is my check payable to the Rogers-Lowell Area Chamber of Commerce for \$ 250.
 Mail to: Rogers-Lowell Area Chamber of Commerce, 317 W. Walnut, Rogers, AR 72756

Please invoice my company (available to Rogers-Lowell Area Chamber of Commerce members ONLY). Please note, exhibitor space will not be confirmed until payment has been received.

Exhibitor space will not be guaranteed without payment in full. I have read and agree to the terms of the contract for exhibit space. By signing, I commit to participate in the 2019 NWA Spring Job Fair according to the terms stated. I understand that contracts are **due 5 business days before the event.** **CANCELLATION POLICY:** Refunds are not accepted within 48 hours of event.

Authorized Signature D. Womack

Date Oct 13, 2019

For Office Use Only:

Booth _____ Level _____ Pmt _____ Date _____ Mem _____ Conf _____

CC
11-25-19

HELP

KURM RADIO IS INTERESTED IN HIRING A COUPLE OF PART TIME EMPLOYEES...

I'M THINKING OF TWO POSSIBLE CATAGORIES. MAYBE SOME HIGH SCHOOL OR COLLEGE STUDENT, WITH A GOOD VOICE WHO MIGHT LIKE TO WORK ON WEEK-ENDS...OR NIGHTS. WE CAN TEACH THEM THE JOB...AND ITS AN OPPORTUNITY TO EARN SOME EXTRA MONEY... THE OTHER POSSIBLITY IS SOME OLDER PERSON WHO WOULD LIKE TO WORK PART TIME SUCH AS SUN DAY NIGHT...OR WEEK-ENDS.

IF YOU THINK YOU'D BE INTERESTED IN LEARNING MORE...GET IN CONTACT WITH THE STATION...EITHER BY E-MAILING US AT KURM AT KURM.NET...OR DROP OFF YOUR RESUME. AND AS WE MOVE INTO THE WINTER I'M INTERESTED IN HIRING A FULL TIME PERSON TO WORK IN OUR NEWS AND SPORTS DEPARTMENT. EXPERIENCE WOULD RE HELPFUL... BUT SOMEONE WITH NEWS AND WRITING QUALIFICATIONS WOULD BE A POSSIBILITY. AND AS ALWAYS...WE'RE INTERESTED IN ADDING PERSONNEL TO OUR ADVERTISING STAFF... GOOD PAY...AND COMMISSION...PLUS AN OPPORUTNMITY TO EARN A 1000 DOLLAR SIGTNING BONUS. KURM IS A GREAT PLACE TO WORK...IF YOU'RE INTERESTED IN YOUR COMMUNITY... E-MAIL OR DROP OFF YOUR RESUME AT THE STATION. WE'RE AN EQUAL OPPORTUNITY EMPLOYEEER.