

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application) Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. B396 - 20040927ANY

Section I

Legal Name of the Licensee FIDELITY BROADCASTING, INC.		
Mailing Address 64 NORTH CLARK AVENUE		
City SULLIVAN	State or Country (if foreign address) MO	Zip Code 63080 -
Telephone Number (include area code) 5734685101		E-Mail Address (if available) JOHN@KTUI.COM
	Facility ID Number 41171	Call Sign KTUI
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KTUI	41171	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	SULLIVAN, MO	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

KTUI-FM

22180

 AM FM TV

SULLIVAN, MO

 Yes No**CONTACT PERSON IF OTHER THAN LICENSEE**

Name WILLIAM H. FITZ, ESQ.			Street Address 1201 PENNSYLVANIA AVENUE, N.W.
City WASHINGTON	State DC	Zip Code 20004-2401	Telephone Number 2026625120

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION. This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JOHN E. COLBERT
Title SENIOR VICE PRESIDENT	Telephone No. (include area code) 5734681218
Date 09/27/2004	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: JOHN C. RICE	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EXHIBIT 1 - DISCRIMINATION COMPLAINTS

AS THE FCC'S RECORDS REFLECT, THE CURRENT LICENSEE OF KTUI AND KTUI-FM ACQUIRED THE RADIO STATIONS, PURSUANT TO THE FCC'S GRANT OF A LONG-FORM APPLICATION (BAL-19970820EC/EB), ON OCTOBER 31, 1997. THUS, PURSUANT TO THE FCC'S INSTRUCTIONS (PUBLIC NOTICE DA 03-1437, RELEASED APRIL 30, 2003), THE EEO PROGRAM REPORT CERTIFICATION COVERS THE PERIOD COMMENCING ON THAT DATE.

Attachment 2

Description
EEO Public File Report (March 10, 2003 thru September 30, 2003)
EEO Public File Report (October 1, 2003 thru September 20, 2004)

Attachment 3

Description
Narrative Statement Regarding Outreach

KTUI(AM) - FM, Sullivan, MO
EEO PUBLIC FILE REPORT
(March 10, 2003 thru September 30, 2003)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

The Employment Unit did not have any full-time hires during the reporting period.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

The Employment Unit did not have any full-time hires during the reporting period.

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

N/A

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

N/A

SUPPLEMENTAL OUTREACH ACTIVITIES

Appendix B contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

Supplemental Outreach Initiatives
(March 10, 2003 thru September 30, 2003)

ECC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
7	Established \$500 Scholarship at Sullivan Public Schools (Sept. 1 st 2003)
7	Established \$500 Scholarship at Gasconade Co. Public Schools (Sept. 1 st 2003)
16	Handed out Brochures on Radio Broadcasting employment opportunities at the Meramec Community Fair on June 26 th , 27 th and 28 th , 2003 General Manager John Rice in Attendance
16	Handed out Brochures on Radio Broadcasting employment opportunities at the Crawford Co. Fair July 17 th , 18 th and 19 th , 2003 General Manager John Rice in Attendance
16	Handed out Brochures on Radio Broadcasting employment opportunities at the Gasconade Co. Fair July 24 th , 25 th and 26 th , 2003 General Manager John Rice in Attendance
4	East Central College April 11 th , 2003, Sullivan Public Schools May 2 nd 2003, Sullivan Job Fair May 10 th 2003; Spoke on Radio Opportunities in to five classes at Sullivan Middle School classes April 18h 2003 All Attended by G. M. John Rice
5	General Manager John Rice contacted Sullivan Public School and discussed finding a student who would be interested in an Internship (Aug. 2003)

KTUI(AM)-FM, Sullivan, MO
EEO PUBLIC FILE REPORT
(October 1, 2003 thru September 20, 2004)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

The Employment Unit did not have any full-time hires during the reporting period.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

The Employment Unit did not have any full-time hires during the reporting period.

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

N/A

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

N/A

SUPPLEMENTAL OUTREACH ACTIVITIES

Appendix B contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

Supplemental Outreach Initiatives

(October 1st, 2003 thru September 30, 2004)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
7	Awarded \$500 Scholarship at Sullivan Public Schools to student interested in pursuing career in broadcasting (May 2004) Scholarship established for the 2004-2005 School year
7	Awarded \$500 Scholarship at Gascanade Co. Public Schools to student interest in pursuing career in broadcasting (May 2004) Scholarship established for the 2004-2005 School year
16	Handed out brochures on radio broadcasting employment opportunities at the Meramec Community fair on June 24 th , 25 th , and 26th 2004 General Manager John Rice in Attendance
16	Handed out brochures on radio broadcasting employment opportunities at the Crawford Co. Fair on July 15 th , 16 th and 17 th 2004 General Manager John Rice in Attendance
16	Handed out brochures on radio broadcasting employment opportunities at the Gasconade co. Fair on July 29 th , 30 th and 31 st 2004

	G.M. John Rice in Attendance
4	Spoke to the Sullivan public schools on March 5 th 2004, and the Sullivan Job fair May 1st 2004. Spoke at the Sullivan Rotary club about radio opportunities. Did a live broadcast from the Sullivan School talked with students and handed out job opportunities brochures on Dec 6 th 2003 All Attended by General Manager John Rice
5	Contacted Sullivan Public Schools and asked them to find a student who would be interested in an internship(Aug. 2004)

Exhibit 3 - Narrative Statement Regarding Outreach

KTUI and KTUI-FM, which serve the Sullivan, Missouri, rural area, comprise a small employment unit of less than 10 full-time employees. During the reporting period of March 10, 2003 to September 30, 2004, the KTUI employment unit did not have any full-time hires. Although it did not have any hiring activity, the employment unit engaged in supplemental outreach activities.

In the less than two-year period since March 10, 2003, KTUI worked with local schools to establish scholarships for students interested in pursuing a career in broadcasting. One scholarship was awarded to a student in the Sullivan Public Schools, and one was awarded to a student at Gasconade County Public Schools.

KTUI also provides information about opportunities in broadcasting in general through a brochure it distributes at all remote broadcast locations throughout the year. KTUI engages in approximately 30 remote broadcasts per year. Station personnel have handed out such brochures at the Meramec Community Fair, the Crawford County Fair, and the Gasconade County Fair each of the last two years.

In addition, the Stations' General Manager, John Rice, has spoken about radio opportunities at East Central College (April 11, 2003), the Sullivan Public Schools (May 2, 2003 and March 5, 2004), the Sullivan Job Fair (May 10, 2003 and May 1, 2004), and at five classes at the Sullivan Middle School (April 18, 2003). Mr. Rice also spoke about radio opportunities at the Sullivan Rotary Club.