

**EQUAL EMPLOYMENT OPPORTUNITY  
ANNUAL PUBLIC FILE REPORT  
KMUW-FM WICHITA PUBLIC RADIO**  
*Wichita State University, licensee*

**February 1, 2013**

In November 2002, the Federal Communications Commission (FCC) adopted new rules and policies to a) establish Equal Employment Opportunity (EEO) programs; b) provide vacancy notices to recruitment sources, and; c) undertake additional outreach measures as a part of filling job vacancies. These new rules became effective March 10, 2003.

To document its EEO efforts, KMUW is required to place an annual EEO report in the station's local public file and post the report to the station's website, on the station's broadcast license renewal filing anniversary date (February 1<sup>st</sup>).

1. List of full-time vacancies filled by the station identified by job title (January 25, 2012 – January 24, 2013).

- A. Announcer/Producer – hired July 22, 2012
- B. Morning Edition Host/Producer – hired December 17, 2012
- C. News Director – hired January 7, 2013

2. List of recruitment sources used in filling each vacancy identified in section 1, including separate identification of recruitment organizations which have specifically requested to be notified of vacancies.

- A. Announcer/Producer  
See Attached Recruitment List, Announcer/Producer
- B. Morning Edition Host/Producer  
See Attached Recruitment List, Morning Edition Host/Producer
- C. News Director  
See Attached Recruitment List, News Director

3. List of recruitment sources which referred the people hired for vacancies identified in section 1.

- A. Announcer/Producer  
KMUW Website
- B. Morning Edition Host/Producer  
Facebook
- C. News Director  
“Current” Newspaper Website

4a. Data reflecting the total number of persons interviewed for each vacancy identified in section 1.

- A. Announcer/Producer  
Two persons were interviewed for this position
- B. Morning Edition Host/Producer  
Four persons were interviewed for this position
- C. News Director  
Three persons were interviewed for this position

4b. Total number of interviewees referred by each recruitment source identified in section 2.

- A. Announcer/Producer  
KMUW Website – 1  
Wichita Eagle Newspaper – 1
- B. Morning Edition Host/Producer  
Facebook – 1  
Corporation for Public Broadcasting Website – 2  
Wichita State University PeopleAdmin Website – 1
- C. News Director  
“Current” Newspaper Website – 1  
Corporation for Public Broadcasting Website – 1  
KMUW Website – 1

5. List and brief description of recruitment initiatives

- A. Participation in four job fairs by station personnel with hiring responsibilities.
  1. KMUW participated in the Wichita State University Career Fair on February 29, 2012. Mark McCain, Director of Radio/GM, KMUW, represented the station at the Fair.
  2. KMUW participated in the McConnell AFB Job Fair on March 28, 2012. Mark McCain, Director of Radio/GM, KMUW, represented the station at the Fair.
  3. KMUW participated in the Butler Community College Career Fair on April 12, 2012. Mike Wood, Executive Director of the WSU Media Resources Center, represented the station at the Fair.
  4. KMUW participated in the Wichita State University Career Fair on September 20, 2012. Mark McCain, Director of Radio/GM, KMUW, represented the station at the Fair.
- B. Participation in general outreach effort through job banks or Internet programs. Search processes for KMUW full-time vacancies include posting of notices to the station’s website, a variety of job banks and several Internet web sites. Also used was the PeopleAdmin site administered by Wichita State University, the station’s licensee, plus a variety of other industry-related web sites.

C. Listing of each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities.

For upper-level vacancy recruitment efforts, KMUW posts vacancy notices on such online job banks as the Kansas Association of Broadcasters, National Public Radio, the Corporation for Public Broadcasting, Broadcast Employment Jobs, Journalism Jobs, Public Broadcasting Management Association, the Development Exchange, the Public Radio Association of Development Officers, the Public Radio News Directors, Inc. and various social media sites.

D. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Chairs of search committees for KMUW vacancies have been provided training and mentoring in the search process from Wichita State University's Office of Human Resources and Office of Equal Employment Opportunity. EEO policies, guidelines and reference materials are kept up-to-date. Search committee members are apprised of EEO policies regarding the search process, confidentiality and retention of applicant materials, protocol for candidate interviews and procedures designed to prevent discrimination. Management level personnel have also attended additional workshops and seminars on related topics such as sexual harassment and diversity in the workplace.

E. Establish an internship program designed to develop skills needed for broadcast employment.

KMUW has developed an internship program to provide entry-level employment opportunities for persons interested in learning more about and developing the skills of news reporting. The station has developed a course-like syllabus and training timeline to provide guidance and direction for employees as they gain new skills in news gathering, writing, voicing and recording. One student took part in this program during the period covered by this report.

KMUW Recruitment List Announcer / Producer - 2012

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	CITY	STATE	ZIP CODE
Airman and Famila Readiness Ctr	C/O Carolyn Hathaway	53147 Kansas Street Suite 105	McConnell AFB	Wichita	KS	67221-3606
Black Student Union		WSU Campus Box 14	1845 Fairmount	Wichita	KS	67260-0014
Butler Community College		901 S Haverhill Rd		El Dorado	KS	67042
Elliott School of Communications		WSU Campus Box 31	1845 Fairmount	Wichita	KS	67260-0031
Emporia State University	Career Services	433 S Morse, Hall, ESU		Emporia	KS	66801
Flint Hills Job Corporation		402 E 2nd St		Wichita	KS	67202
Friends University	Career Services	2100 W University St		Wichita	KS	67213
Haskell Indian Nations University	Career Svcs, c/o D. Flyingman	155 Indian Ave., Box 5030		Lawrence	KS	66046-8497
Hispanics Women's Network	C/O Teresa Gutierrez	1611 N Mosley		Wichita	KS	67214-1399
Human Services Dept	City Hall, 2nd Floor	455 N Main		Wichita	KS	67202
Inside WSU		WSU Campus Box 62	1845 Fairmount	Wichita	KS	67260-0062
International Student Association		WSU Campus Box 37	1845 Fairmount	Wichita	KS	67260-0037
Job Service Center		PO Box 877		Wichita	KS	67201-0877
KAKE		1500 N West		Wichita	KS	67203-1323
KANU-FM	University of Kansas	1120 W 11th St		Lawrence	KS	66044
KANZ-FM/KZNA-FM		210 N 7th St		Garden City	KS	67846-5519
KBIA-FM		409 Jesse Hall	Univ of Missouri	Columbia	MO	65211
KCCU-FM		2800 W Gore Blvd		Lawton	OK	73505-6377
KCMW-FM	Central Missouri State Univ	College and Clark		Warrensburg	MO	64093
KCSC-FM		100 N University Dr		Edmond	OK	73034
KCSU-FM	Colorado State Univ	Lory Student Center, Box 13		Fort Collins	CO	80503
KDHX-FM		3504 Magnolia		St Louis	MO	63118
KGOU-FM		780 Van Fleet Oval		Norman	OK	73019
KIOS-FM		3230 Burt St		Omaha	NE	68131
KKFI-FM		PO Box 32250		Kansas City	MO	64171
KKSU-AM	KSU	McCain Auditorium, Rm 20		Manhattan	KS	66506-4701
Kansas Dept of Human Resources	KS Adv Comm Hisp Affrs	1430 Topeka Blvd		Topeka	KS	66612-2201
Kansas Human Resources	Job Service Center	402 E 2nd St		Wichita	KS	67202
Kansas Newman College	Career Services	3100 McCormick Ave		Wichita	KS	67213
KS Dept of Human Resources	El Dorado Empl/Trng Ctr	123 E Second		El Dorado	KS	67042-0350
KSNW		833 N Main		Wichita	KS	67201
KWCH, Channel 12		PO Box 12	2815 E 37th St N	Wichita	KS	67201
K-State Salina Campus	Career Services	2310 Centennial Rd		Salina	KS	67401
Langston University	Career Services/Gandy Hall	PO Box 1500		Langston	OK	73050
Media Resources Center		WSU Campus Box 57	1845 Fairmount	Wichita	KS	67260-0057
Mid-America All Indian Center		650 N Seneca		Wichita	KS	67203
NAACP	Wichita Branch	PO Box 8695		Wichita	KS	67203

KMUW Recruitment List Announcer / Producer - 2012

Office of Career Services		WSU Campus Box 42	1845 Fairmount	Wichita	KS	67260-0042
Office of Human Resources		WSU Campus Box 15	1845 Fairmount	Wichita	KS	67260-0015
Office of Multicultural Affairs		WSU Campus Box 73	1845 Fairmount	Wichita	KS	67260-0073
Radio Kansas		815 N Walnut St., Suite 300		Hutchinson	KS	67501-6217
Raytheon Aircraft	Employment Office	9709 E Central		Wichita	KS	67206
SER Corporation		1020 N Main, Suite B		Wichita	KS	67203
Senior Services		200 S Walnut		Wichita	KS	67203
Southeast Missouri State University	Placement Services	One University Plaza		Cape Girardeau	MO	63701
Tiempos	Work Options	PO Box 4045		Wichita	KS	67204
University of Missouri	MU Career Center	201 Student Success Center	909 Lowry Mall	Columbia	MO	65211-6060
Urban League of Wichita		1802 E 13th N		Wichita	KS	67214
Veteran's Regional Office		5500 E Kellogg Dr		Wichita	KS	67218-1607
Wichita Area Chamber of Commerce		350 W Douglas Ave		Wichita	KS	67202
Wichita Job Service		402 E 2nd St		Wichita	KS	67202
Wichita Workforce Development Ctr		150 N Main		Wichita	KS	67202
<b>PRINT PUBLICATIONS</b>						
Wichita Eagle		825 E Douglas	print 5/13	Wichita	KS	67202
Community Voice		2918 E Douglas	print 5/10	Wichita	KS	67214
Current Newspaper		6930 Carroll Ave, Ste 350	print 5/14	Tacoma Park	MD	20912
<b>INTERNET WEB POSTINGS</b>						
PeopleAdmin Online Employment Opportunities		<a href="https://jobs.wichita.edu">https://jobs.wichita.edu</a>	posted 5/2			
KMUW Web Site		<a href="http://www.kmuw.org">www.kmuw.org</a>	posted 5/9			
Kansas Association of Broadcasters		<a href="http://www.kab.net/jobbank">www.kab.net/jobbank</a>	posted 5/9	free, w/ KAB membership		
Career Builder.com		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	online 5/13 print 5/13	w/ Eagle ad		
CPB Internet-Online job referral services		<a href="http://stations.cpb.org/jobline/">stations.cpb.org/jobline/</a>	posted 5/9			
National Lesbian and Gay Journalists Association		<a href="http://www.nljja.org/jobs/jobs.html">www.nljja.org/jobs/jobs.html</a>	submitted 5/9			
Broadcast Employment Jobs		<a href="http://www.amfmjobs.com/">www.amfmjobs.com/</a>	submitted 5/9			
Development Exchange, Inc.		<a href="http://www.deiworksite.org">www.deiworksite.org</a>	posted 5/9			
PBMA		<a href="http://www.pbma.org">www.pbma.org</a>	submitted 5/9			
Public Radio DACS System		<a href="http://www.prss.org">www.prss.org</a>	no longer allowed to post jobs on DACS			
Current Online		<a href="http://www.current.org">www.current.org</a>	online 5/3 print 5/14	free, w/ paid ad		

KMUW Recruitment List Morning Edition Host/Producer - 2012

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	CITY	STATE	ZIP CODE	Date sent or posted
Black Student Union		WSU Campus Box 14	1845 Fairmount	Wichita	KS	67260-0014	8/21/13
Butler Community College		901 S Haverhill Rd		El Dorado	KS	67042	8/21/13
Butler County Workforce Dev Ctr		2318 W Central		El Dorado	KS	67042	8/21/13
Elliott School of Communications		WSU Campus Box 31	1845 Fairmount	Wichita	KS	67260-0031	8/21/13
Emporia State University	Career Services	433 S Morse, Hall, ESU		Emporia	KS	66801	8/21/13
Flint Hills Job Corporation		4620 Eureka Dr		Manhattan	KS	66503	8/21/13
Friends University	Career Services	2100 W University St		Wichita	KS	67213	8/21/13
Haskell Indian Nations University	Career Svcs, c/o D. Flyingman	155 Indian Ave., Box 5030		Lawrence	KS	66046-8497	8/21/13
Hispanics Women's Network	C/O Teresa Gutierrez	1611 N Mosley		Wichita	KS	67214-1399	8/21/13
Human Services Dept	City Hall, 2nd Floor	455 N Main		Wichita	KS	67202	8/21/13
Inside WSU		WSU Campus Box 62	1845 Fairmount	Wichita	KS	67260-0062	8/21/13
International Student Association		WSU Campus Box 37	1845 Fairmount	Wichita	KS	67260-0037	8/21/13
Job Service Center		PO Box 877		Wichita	KS	67201-0877	8/21/13
KAKE		1500 N West		Wichita	KS	67203-1323	8/21/13
KANU-FM	University of Kansas	1120 W 11th St		Lawrence	KS	66044	8/21/13
KANZ-FM/KZNA-FM		210 N 7th St		Garden City	KS	67846-5519	8/21/13
KBIA-FM		409 Jesse Hall	Univ of Missouri	Columbia	MO	65211	8/21/13
KCCU-FM		2800 W Gore Blvd		Lawton	OK	73505-6377	8/21/13
KCMW-FM	Central Missouri State Univ	College and Clark		Warrensburg	MO	64093	8/21/13
KCSC-FM		100 N University Dr		Edmond	OK	73034	8/21/13
KCSU-FM	Colorado State Univ	Lory Student Center, Box 13		Fort Collins	CO	80503	8/21/13
KDHX-FM		3504 Magnolia		St Louis	MO	63118	8/21/13
KGOU-FM		780 Van Fleet Oval		Norman	OK	73019	8/21/13
KIOS-FM		3230 Burt St		Omaha	NE	68131	8/21/13
KKFI-FM		PO Box 32250		Kansas City	MO	64171	8/21/13
KKSU-AM	KSU	McCain Auditorium, Rm 20		Manhattan	KS	66506-4701	8/21/13
Kansas Dept of Human Resources	KS Adv Comm Hisp Affrs	1430 Topeka Blvd		Topeka	KS	66612-2201	8/21/13
Kansas Dept of Labor	Job Service Center	401 SW Topeka Blvd		Topeka	KS	66603-3182	8/21/13
Kansas Newman College	Career Services	3100 McCormick Ave		Wichita	KS	67213	8/21/13
KSNW		833 N Main		Wichita	KS	67201	8/21/13
KWCH, Channel 12		PO Box 12	2815 E 37th St N	Wichita	KS	67201	8/21/13
K-State Salina Campus	Career Services	2310 Centennial Rd		Salina	KS	67401	8/21/13
Langston University	Career Services/Gandy Hall	PO Box 1500		Langston	OK	73050	8/21/13
Media Resources Center		WSU Campus Box 57	1845 Fairmount	Wichita	KS	67260-0057	8/21/13
Mid-America All Indian Center		650 N Seneca		Wichita	KS	67203	8/21/13
NAACP	Wichita Branch	PO Box 8695		Wichita	KS	67203	8/21/13
Office of Career Services		WSU Campus Box 42	1845 Fairmount	Wichita	KS	67260-0042	8/21/13
Office of Human Resources		WSU Campus Box 15	1845 Fairmount	Wichita	KS	67260-0015	8/21/13
Office of Multicultural Affairs		WSU Campus Box 73	1845 Fairmount	Wichita	KS	67260-0073	8/21/13
Radio Kansas		815 N Walnut St., Suite 300		Hutchinson	KS	67501-6217	8/21/13
Raytheon Aircraft	Employment Office	9709 E Central		Wichita	KS	67206	8/21/13

KMUW Recruitment List Morning Edition Host/Producer - 2012

SER Corp Jobs for Progress		1020 N Main Ste B		Wichita	K	67203	8/21/13
Southeast Missouri State University	Placement Services	One University Plaza		Cape Girardeau	MO	63701	8/21/13
Tiempos	Work Options	PO Box 4045		Wichita	KS	67204	8/21/13
University of Missouri	MU Career Center	201 Student Success Center	909 Lowry Mall	Columbia	MO	65211-6060	8/21/13
Urban League of Wichita		2418 E 9th Street North		Wichita	KS	67214	8/21/13
Veteran's Regional Office		5500 E Kellogg Dr		Wichita	KS	67218-1607	8/21/13
Wichita Area Chamber of Commerce		350 W Douglas Ave		Wichita	KS	67202	8/21/13
Wichita Workforce Development Ctr		150 N Main		Wichita	KS	67202	8/21/13
<b>PRINT PUBLICATIONS</b>							
Wichita Eagle		825 E Douglas		Wichita	KS	67202	8/20/13
Community Voice		2918 E Douglas		Wichita	KS	67214	8/20/13
Current Newspaper		6930 Carroll Ave Ste 350		Takoma Park	MD	20912	8/20/13
<b>INTERNET WEB POSTINGS</b>							
PeopleAdmin Online Employment Opportunities		<a href="https://jobs.wichita.edu">https://jobs.wichita.edu</a>					8/20/12
KMUW Web Site		<a href="http://www.kmuw.org">www.kmuw.org</a>					8/20/12
Kansas Association of Broadcasters		<a href="http://www.kab.net/jobbank">www.kab.net/jobbank</a>		free, w/ KAB membership			8/20/12
Career Builder.com		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>		w/ Eagle ad			8/20/12
CPB Internet-Online job referral services		<a href="http://stations.cpb.org/jobline/">stations.cpb.org/jobline/</a>					8/20/12
Broadcast Employment Jobs		<a href="http://www.amfmjobs.com/">www.amfmjobs.com/</a>					8/20/12
Public Radio News Directors, Inc		<a href="http://www.prndi.org">www.prndi.org</a>					8/20/12

KMUW Recruitment List News Director - 2012

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	CITY	STATE	ZIP CODE	Sent
Black Student Union		WSU Campus Box 14	1845 Fairmount	Wichita	KS	67260-0014	8/21/12
Butler Community College		901 S Haverhill Rd		El Dorado	KS	67042	8/21/12
Butler County Workforce Dev Ctr		2318 W Central		El Dorado	KS	67042	8/21/12
Elliott School of Communications		WSU Campus Box 31	1845 Fairmount	Wichita	KS	67260-0031	8/21/12
Emporia State University	Career Services	433 S Morse, Hall, ESU		Emporia	KS	66801	8/21/12
Flint Hills Job Corporation		4620 Eureka Dr		Manhattan	KS	66503	8/21/12
Friends University	Career Services	2100 W University St		Wichita	KS	67213	8/21/12
Haskell Indian Nations University	Career Svcs, c/o D. Flyingman	155 Indian Ave., Box 5030		Lawrence	KS	66046-8497	8/21/12
Hispanics Women's Network	C/O Teresa Gutierrez	1611 N Mosley		Wichita	KS	67214-1399	8/21/12
Human Services Dept	City Hall, 2nd Floor	455 N Main		Wichita	KS	67202	8/21/12
Inside WSU		WSU Campus Box 62	1845 Fairmount	Wichita	KS	67260-0062	8/21/12
International Student Association		WSU Campus Box 37	1845 Fairmount	Wichita	KS	67260-0037	8/21/12
Job Service Center		PO Box 877		Wichita	KS	67201-0877	8/21/12
KAKE		1500 N West		Wichita	KS	67203-1323	8/21/12
KANU-FM	University of Kansas	1120 W 11th St		Lawrence	KS	66044	8/21/12
KANZ-FM/KZNA-FM		210 N 7th St		Garden City	KS	67846-5519	8/21/12
KBIA-FM		409 Jesse Hall	Univ of Missouri	Columbia	MO	65211	8/21/12
KCCU-FM		2800 W Gore Blvd		Lawton	OK	73505-6377	8/21/12
KCMW-FM	Central Missouri State Univ	College and Clark		Warrensburg	MO	64093	8/21/12
KCSC-FM		100 N University Dr		Edmond	OK	73034	8/21/12
KCSU-FM	Colorado State Univ	Lory Student Center, Box 13		Fort Collins	CO	80503	8/21/12
KDHX-FM		3504 Magnolia		St Louis	MO	63118	8/21/12
KGOU-FM		780 Van Fleet Oval		Norman	OK	73019	8/21/12
KIOS-FM		3230 Burt St		Omaha	NE	68131	8/21/12
KKFI-FM		PO Box 32250		Kansas City	MO	64171	8/21/12
KKSU-AM	KSU	McCain Auditorium, Rm 20		Manhattan	KS	66506-4701	8/21/12
Kansas Dept of Human Resources	KS Adv Comm Hisp Affrs	1430 Topeka Blvd		Topeka	KS	66612-2201	8/21/12
Kansas Dept of Labor	Job Service Center	401 SW Topeka Blvd		Topeka	KS	66603-3182	8/21/12
Kansas Newman College	Career Services	3100 McCormick Ave		Wichita	KS	67213	8/21/12
KSNW		833 N Main		Wichita	KS	67201	8/21/12
KWCH, Channel 12		PO Box 12	2815 E 37th St N	Wichita	KS	67201	8/21/12
K-State Salina Campus	Career Services	2310 Centennial Rd		Salina	KS	67401	8/21/12
Langston University	Career Services/Gandy Hall	PO Box 1500		Langston	OK	73050	8/21/12
Media Resources Center		WSU Campus Box 57	1845 Fairmount	Wichita	KS	67260-0057	8/21/12
Mid-America All Indian Center		650 N Seneca		Wichita	KS	67203	8/21/12
NAACP	Wichita Branch	PO Box 8695		Wichita	KS	67203	8/21/12
Office of Career Services		WSU Campus Box 42	1845 Fairmount	Wichita	KS	67260-0042	8/21/12

KMUW Recruitment List News Director - 2012

Office of Human Resources		WSU Campus Box 15	1845 Fairmount	Wichita	KS	67260-0015	8/21/12
Office of Multicultural Affairs		WSU Campus Box 73	1845 Fairmount	Wichita	KS	67260-0073	8/21/12
Radio Kansas		815 N Walnut St., Suite 300		Hutchinson	KS	67501-6217	8/21/12
Raytheon Aircraft	Employment Office	9709 E Central		Wichita	KS	67206	8/21/12
SER Corp Jobs for Progress		1020 N Main Ste B		Wichita	K	67203	8/21/12
Southeast Missouri State University	Placement Services	One University Plaza		Cape Girardeau	MO	63701	8/21/12
Tiempos	Work Options	PO Box 4045		Wichita	KS	67204	8/21/12
University of Missouri	MU Career Center	201 Student Success Center	909 Lowry Mall	Columbia	MO	65211-6060	8/21/12
Urban League of Wichita		2418 E 9th Street North		Wichita	KS	67214	8/21/12
Veteran's Regional Office		5500 E Kellogg Dr		Wichita	KS	67218-1607	8/21/12
Wichita Area Chamber of Commerce		350 W Douglas Ave		Wichita	KS	67202	8/21/12
Wichita Workforce Development Ctr		150 N Main		Wichita	KS	67202	8/21/12
<b>PRINT PUBLICATIONS</b>							
Wichita Eagle		825 E Douglas		Wichita	KS	67202	8/25/12
Community Voice		2918 E Douglas		Wichita	KS	67214	8/23/12
Current Newspaper		6930 Carroll Ave Ste 350		Takoma Park	MD	20912	8/21/12
<b>INTERNET WEB POSTINGS</b>							
Current.org		<a href="http://www.current.org/">http://www.current.org/</a>					8/15/12
PeopleAdmin Online Employment Opportunities		<a href="https://jobs.wichita.edu">https://jobs.wichita.edu</a>					8/14/12
KMUW Web Site		<a href="http://www.kmuw.org">www.kmuw.org</a>					8/14/12
Kansas Association of Broadcasters		<a href="http://www.kab.net/jobbank">www.kab.net/jobbank</a>			free, w/ KAB membership		8/22/12
Career Builder.com		<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>			w/ Eagle ad		8/19/12
CPB Internet-Online job referral services		<a href="http://stations.cpb.org/jobline/">stations.cpb.org/jobline/</a>					8/22/12
Broadcast Employment Jobs		<a href="http://www.amfmjobs.com/">www.amfmjobs.com/</a>					8/22/12
Public Radio News Directors, Inc		<a href="http://www.prndi.org">www.prndi.org</a>					8/22/12
Facebook		<a href="http://Facebook.com">Facebook.com</a>					8/14/12
Twitter		<a href="http://Twitter.com">Twitter.com</a>					8/14/12
LinkedIn		<a href="http://linkedin.com">linkedin.com</a>					8/28/12