

**KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018-September 30, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Web Administrator	2, 4, 7	2
News Director	1-2, 4-6	1
Market Manager	2, 4-7	7
Account Executive	2-7	2
Account Executive	2-7	7

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>All Access Music Group</b> 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : <a href="http://allaccess.com">http://allaccess.com</a> Darren Helton	N	2
2	<b>On Air Announcements</b> <i>(one or more SEU stations)</i>	N	5
3	<b>SEU Social Media Outreach</b>	N	0
4	<b>Iowa Workforce Development</b> 3 Triton Circle Fort Dodge, Iowa 50501 Phone : (515) 576-3131 Url: <a href="http://www.iowaworkforce.org/">http://www.iowaworkforce.org/</a> Email: Catherine.Nelson-Schoon@iwd.iowa.gov Fax: 1-515-955-1420 Cathy Nelson-Schoon	N	0
5	<b>Alpha Media Careers Website</b> <a href="http://www.alpha-media.com/careers/">www.alpha-media.com/careers/</a>	N	0
6	<b>www.indeed.com</b> <i>(automated posting from Alpha Media careers website)</i>	N	0
7	<b>Word-of-Mouth Referral</b>	N	2
8	<b>Job Fair</b> <i>(see Section III)</i>	N	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			12

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participation in events or programs sponsored by community organization relating to careers in broadcasting	On December 13, 2018, our General Manager participated in a broadcasting seminar hosted by the Fort Dodge Convention and Visitors Bureau, addressing questions about radio broadcasting and advertising from a future business owners group named "Leadership Fort Dodge."
<b>2</b>	Participation in job fairs	On March 29, 2019, our SEU participated in a job fair held at the Iowa Central Community College. Station participants included our General Manager, Director of Sales, and Operations Manager, who accepted job applications from attendees and answered questions about career paths in broadcasting.
<b>3</b>	Participation in events or programs sponsored by educational institutions relating to careers in broadcasting	During the reporting period, our SEU's General Manager and Director of Sales served as members of the Broadcasting Advisory Board at Iowa Central Community College. The Board meets twice per year, once during the Fall semester and again during the Spring semester, to design the broadcasting curriculum to ensure students learn the skills needed to succeed in the broadcasting industry.
<b>4</b>	Participation in events or programs sponsored by community organization relating to careers in broadcasting	On September 24, 2019, our General Manager participated in the Fort Dodge Lunch Kiwanis Club, discussing the broadcast industry and addressing questions about radio, advertising, and the career landscape.