

KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-6	3

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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	Alpha Media Careers Website www.alphamediausa.com/careers	N	1
2	Indeed.com (automated posting from Alpha Media careers website)	N	0
3	Word-of-Mouth Referral	N	1
4	IA Workforce 600 S Pierce Mason City, IA 50401 Phone: 641-422-1543 Kristle Percy Email: kristle.percy@iwd.iowa.gov	N	1
5	On-Air Announcements (one or more SEU stations)	N	2
6	Job Fairs (see Sec. III)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On January 16, 2019, our SEU hosted the Lake Leadership group from the Clear Lake Area Chamber of Commerce for a tour. Our General Manager escorted the group members around our facilities to observe the various departments and functions important to a broadcast operation. A question-and-answer period followed the tour.
2	Participate in Job Fair	On April 10, 2019, our SEU participated in and served as a media sponsor of the North Iowa Job and Career Fair at North Iowa Area Community College in Mason City, Iowa. Station participants included our General Manager and several Account Executives, who spoke with, and conducted several interviews of, interested attendees.
3	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting.	On April 24, 2019, our SEU hosted 15 students from the North Iowa Area Community College Communications class for a station tour. Station participants included on-air staff and our General Manager, who provided a behind-the-scenes look at broadcast operations and exposure to broadcast careers in action to the students.
4	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting.	On May 8, 2019, our Operations Manager spoke at the North Iowa Area Community College Career Day. Students from various high schools throughout the Northern Iowa area participated in Career Day to find out about careers in radio, what classes they should focus on, job opportunities, etc.