

KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(FM)
EEO PUBLIC FILE REPORT
October 1, 2019-September 30, 2020

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
Content Director	1-5	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	2
2	Indeed.com	N	0
3	Word-of-Mouth Referral	N	2
4	IA Workforce 600 S Pierce Mason City, IA 50401 Phone: 641-422-1543 Kristle Percy Email: kristle.percy@iwd.iowa.gov	N	0
5	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
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 31, 2020, 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 event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting.	On October 22, 2019, our KLSS Content Director spoke to the student body at the North Iowa Community School District in Buffalo Center, IA. He worked with some students to record a presentation. He also addressed opportunities in the broadcasting industry.
3	Management-level training addressing equal employment opportunity and preventing discrimination.	On October 9, 2019, our SEU's Office Manager, News Director and Market Manager took part in a training webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media," presented by Alpha Media's communications counsel, Wiley Rein LLP.