

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)
EEO PUBLIC FILE REPORT
October 1, 2020-September 30, 2021

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
Traffic Coordinator	2, 5, 6, 7	7
On Air Personality	1, 5, 6, 7	7
Traffic Coordinator	2, 5, 6, 7	7
Traffic Coordinator	2, 5, 6, 7	7
Seasonal Part-time Play by Play	1, 5, 6, 7, 8	8

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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	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : http://allaccess.com Darren Helton	N	1
2	On Air Announcements (<i>one or more SEU stations</i>)	N	1
3	SEU Social Media Outreach	N	0
4	Iowa Workforce Development 3 Triton Circle Fort Dodge, Iowa 50501 Phone : (515) 576-3131 Url: http://www.iowaworkforce.org/ Email: Catherine.Nelson-Schoon@iwd.iowa.gov Fax: 1-515-955-1420 Cathy Nelson-Schoon	N	0
5	Alpha Media Careers Website www.alphamediausa.com/careers/	N	1
6	www.indeed.com	N	8
7	Word-of-Mouth Referral	N	5
8	Iowa Central Community College Recruiter	N	1
9	Sportscasters Talent Agency of America	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 25, 2021, our SEU participated in a live business community support discussion over social media with the Iowa Central Community College. During the meeting, we discussed what jobs are available in the broadcast industry and specific Alpha Media Openings. We also discussed options that are available to young adults in finding and pursuing jobs in Iowa.
2	EEO Management Training	On June 17, 2021, our Market Manager participated in the Iowa Broadcasters Association Employment Law Webinar. The webinar covered several HR topics, including non-discrimination laws and practices, best practices for pandemic related HR issues and the FCC’s EEO rules and expectations.
3	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	During the reporting period, our SEU’s Market Manager and Operations Manager 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.