

KGRN(AM), KRTI(FM), KCOB(AM), KCOB-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	1-11	10
Office Manager	1-11	11
Account Executive	1-10	1

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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	3
2	Indeed (automated posting from Alpha Media careers website) https://www.indeed.com/	N	2
3	Iowa Broadcasters Association http://iowabroadcasters.com Sue Toma iowaiba@dwx.com 515-224-7237	N	1
4	Des Moines Area Community College-Newton http://go.dmacc.edu/newton Julie Van Cleave javancleave@dmacc.edu 641-791-3622	N	1
5	Grinnell College http://www.grinnell.edu/cls Sue Barnes 641-269-4247	N	0
6	University of Northern Iowa Career Services https://uni-csm.simplicity.com/employers Sara Smith sara.smith@uni.edu 319-273-2746	N	0
7	Goodwill Career Connection Center-Newton Mary Beth Lawson marybethl@dmgoodwill.org 641-791-0424	N	2
8	Central College Pat Joachim Kitzman 812 University Pella, Iowa 50219 KitzmanP@central.edu	N	0
9	MyIowaInfo.com (station website)	N	1
10	Word-of-Mouth Referral	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Job Fairs (<i>see Sec. III</i>)	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job fair	On March 27, 2019, our SEU participated in a job fair hosted at the Des Moines Area Community College's Newton campus. Our SEU helped promote this event in the local community and participated as a local employer, setting up a booth to collect resumes from attendees and discuss career opportunities in broadcasting. Station participants included our SEU's General Manager.
2	Host an event or program sponsored by or on behalf of an educational institution relating to broadcast careers (14)	From April 8, 2019 to May 17, 2019, our SEU hosted fourteen school districts for a "Class Day". During each Class Day, graduating seniors visited our station facilities and had the opportunity to participate in our on-air broadcast activities, including selecting music and discussion topics. The students' hands-on broadcasting experience was supervised by our SEU's Operations Manager and Sports Director. Students were given the opportunity to ask questions about careers in broadcasting.
3	Host an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On April 17, 2019, our SEU's General Manager met with students at Des Moines Area Community College's Newton campus to discuss career opportunities in the broadcasting industry. As part of the event, our General Manager conducted mock interviews to prepare students for the broadcast industry's actual interview process.
4	Internship program	From February 4, 2019 to March 8, 2019, our SEU provided a 40-hour internship for a local high school student. The student, supervised by our Program Director, was able to observe and assist with voice tracking, website content gathering, song research, and audio editing.
5	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On September 9, 2019, our SEU co-hosted a Career Day at Des Moines Area Community College. Station participants included our Content Director, who spoke to students about professions in the radio industry as well as internships.