**EEO Public File for Carroll Broadcasting Company KCIM-KKRL-KIKD**

**Full-Time Vacancies 11-12 to 10-13**

Assistant News Director

Farm Director

Marketing Representative

Marketing Representative

Local Marketing Manager

Marketing Representative

Marketing Representative

**Recruitment Sources**

**Assistant News Director**

**Farm Director**

**Marketing Representative**

**Marketing Representative**

**Local Marketing Manager**

**Marketing Representative**

**Marketing Representative**

KCIM/KKRL/KIKD Radio

1119 East Plaza Drive

Carroll, IA 51401

John Ryan

712-792-4321

john@carrollbrodcasting.com

lynda@carrollbroadcasting.com

kim@carrollbroadcasting.com

deb@carrollbroadcasting.com

Carroll Broadcasting Website

1119 East Plaza Drive

Carroll, IA 51401

Wes Treadway

712-792-4321

wes@carrollbroadcasting.com

10TV/CBTV

1119 East Plaza Drive

Carroll, IA 51401

Wes Treadway

712-792-4321

Iowa Broadcasters Association

www.webmaster@iowabroadcasters.com

Main Street Tattler

Tom Kay

www.tomk@main-st.net

Brown College

Ben Kronforst

1345 Mendota Heights Rd

Mendota Heights, MN 55120

mkronforst@browncollege.edu

All Access

All Access.com

Iowa Central Community College

Brooke Bickford

800-362-2793

515-574-1212

bickford@iowacentral.edu

Email

University of South Dakota

Carly Heard

605-677-8854

Carly.herd@usd.edu

Email

In-House Carroll Broadcasting

1119 East Plaza Drive

Carroll, IA 51401

712-792-4321

john@carrollbroadcasting.com

John Ryan

lynda@carrollbroadcasting.com

Lynda Dukes Franey

kim@carrollbroadcasting.com

Kim Hackett

deb@carrollbroadcasting.com

Deb Lupardis

Dordt College

Ellen Mouw

Sioux Center, IA

712-722-6078

Ellen.mouw@dordt.edu

Email

Morningside College

Mark Heistad

Sioux City, IA

heistad@morningside.edu

email

Iowa Central Community College

Kyle Bagert

One Triton Circle

Fort Dodge, IA 50501

515-574-1910

bangert\_k@iowacentral.edu

email

DMACC

Ankeny, IA

careers@dmacc.edu

Online submission

Brown College

Mike Kronforst

651-903-3509

mkronforst@browncollege.edu

email

Iowa State University

Career Services Mgmt System

[Https://ecms.eng.iastate.edu/employers](https://ecms.eng.iastate.edu/employers)

isucus@iastate.edu

Online submission

Wartberg College

Knightlink-Derek Solheim

Derek.solheim@wartberg.edu

Online submission

Broadcast Center

Kara Savio

St Louis, MO

placement@broadcastcenterinfo.com

Email

Your Midwest Media

Yourmidwestmedia.com

Iowa State University

Ems.eng.iastate.edu

HireaHawk.com

Uiowa-csm.symplicity.com/employers

On-line submission

Networking

DDS Sales Training

605-361-9923

Carroll Daily Times Herald

Tom Burns

t.burns@carrollspaper.com

Daily Times Herald Advertiser

Tom Burns

t.burns@carrollspaper.com

Carroll Chamber of Commerce

712-792-4383

Rosanne Nees

**Hiree Referred Source**

KCIM/KKRL/KIKD RADIO-4

Networking-1

Radio/Paper-1

In-House-1

**Total Number of Interviewees- 31**

KCIM/KKRL/KIKD Radio-17

Radio/Newspaper Combo-3

IBA Website-2

Broadcast Center-1

Networking-1

In-House-2

Radio/Word of Mouth-5

**Outreach Initiatives**

Darrell Solberg Sales Training- Establishment of training programs & other programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Darrell is hired on a yearly basis (since 1995) by Carroll Broadcasting to help with new hires and current marketing representatives to help them reach their fullest potential. He visits 4-6 times per year. Kim Hackett- General Manager and Lynda Dukes Franey- Local Sales Manager are involved in the initiative.

Lynda Dukes Franey and Kim Hackett participate in events or programs sponsored by DMACC and Kuemper students throughout the year to discuss marketing strategies and explain how what they are currently studying is incorporated into our daily activities as marketing representatives. Answer questions and give different ideas on how to market radio.

Carroll Broadcasting has a high school job shadowing program where we have hosted several area high school students that have expressed an interest in radio. Students were allowed in studios during air shifts to observe and ask questions. We provided all information to students about all aspects of broadcasting including live broadcasts. Sports, news, music responsibilities, production and more. Including future job prospects and opportunities. John Ryan-Operations Manager/Program Director is involved in this initiative.

Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment. Our intern got involved with most aspects of radio including sales. He did production, voice tracking and play by play work. He also helped out with station promotions including our Jason Aldean concert. Wes Treadway initiated the internship and the entire staff were involved throughout.