

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

Full-Time Vacancies 11-14 to 10-15

News Director

Marketing Representative

KIKD Announcer

Recruitment Sources

News Director

Marketing Representative

KIKD Announcer

KCIM/KKRL/KIKD Radio
1119 East Plaza Drive
Carroll, IA 51401
John Ryan
712-792-4321
john@carrollbroadcasting.com
deb@carrollbroadcasting.com

Carroll Broadcasting Website
1119 East Plaza Drive
Carroll, IA 51401
John Ryan
712-792-4321
john@carrollbroadcasting.com
deb@carrollbroadcasting.com

10TV/CBTV
1119 East Plaza Drive
Carroll, IA 51401
John Ryan
Deb Lupardus
712-792-4321

Iowa Broadcasters Association
www.webmaster@iowabroadcasters.com

Iowa Workforce
leslie.zuviriparedes@iwd.iowa.gov
online listing
kasey.lee@iwd.iowa.gov
online listing

Brown College
Christine Dye
1345 Mendota Heights Rd
Mendota Heights, MN 55120
CDye@mh.sanfordbrowncollege.edu
[On-line listing](#)

Iowa Central Community College
800-362-2793
515-574-1212
www.iowacentral.edu/careerservices
On-line listing

University of South Dakota
605-677-8854
Carly.herd@usd.edu
Email
On-line listing

In-House Carroll Broadcasting
1119 East Plaza Drive
Carroll, IA 51401
712-792-4321
john@carrollbroadcasting.com
John Ryan
deb@carrollbroadcasting.com
Deb Lupardis

Carroll Daily Times Herald
PO Box 546
Carroll, IA 51401
Allison Sporrer

712-792-3573
a.sporrer@carrollspaper.com

Hiree Referred Source

KCIM/KKRL/KIKD RADIO-2
Networking-0
Radio/Paper-0
In-House-1
Carroll Broadcasting Website-0
IBA Website-0

Total Number of Interviewees-13

KCIM/KKRL/KIKD Radio-6
Radio/Newspaper Combo-0
IBA Website-1
Broadcast Center-0
Networking-1
In-House-2
Radio/Word of Mouth-0
Carroll Broadcasting Website-1
Personal Referral-2

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 Deb Lupardis- Local Sales Manager are involved in the initiative.

Deb Lupardis and Carly Masching participates 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.

Carroll Broadcasting participated in a Job Fair March 2015 at Carroll High School. We partnered with our local Carroll High School to promote job openings in the Carroll and surrounding areas to students and adults in our listening area. There were over 61 businesses that participated. Kim Hackett-GM, Deb Lupardis- Local Sales Manager and John Ryan-Operations Manager were involved in this initiative.