ANNUAL EEO REPORT

October 2019
Thru
September 2020

KXIA-FM

EEO PUBLIC FILE REPORT

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancy Filled During Past Year

1. Job Title: Trending Media, Inc. had no Job Vacancies Date Filled:
2. Job Title: for 2019-2020 EEO Public File Report Date Filled:
3. Job Title: Date Filled:
4. Job Title: Date Filled:

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Administrative Specialist Date Filled: 10/7/2016

Source	Contact Person	Address	Tele #	Referred Person Hired?

2. Job Title: Continuity Director Date Filled: 9/18/2017

Source	Contact Person	Address	Tele #	Referred Person Hired?

Advertiser Listing
October 1, 2019– September 30, 2020

Trending Media, Inc. had no Internal Job Vacancies for 2019 - 2020

Career Fair Schedule

Tuesday October 1, 2019-

The Greenlee School
Internship & Networking Fair
Iowa State University, Ames Iowa
12:00pm – 4:00pm
Staff: Steinkamp & Lewis

Thursday October 3, 2019 -

Wartburg College Career Expo
Wartburg College, Waverly Iowa
11:30am – 2:00pm
Staff: Steinkamp & Martin

Wednesday April 1, 2020 -

Highway 30 Corridor Career Fair
MCC Student Activity Center
Marshalltown Community College
Marshalltown, IA
10:00am – 12:30pm
CANCELED DUE TO COVID-19

TREACH ACTIVITY DESCRIPTION FORM

Year: 2019	Name of Activity: Greenlee Jump-Start Internship & Networking Fair
Place of Activity:	**Iowa State University inside the Great Hall at ISU Memorial Union**
Staff Attending: Todd Steinkamp & Brandon Lewis	
Description of Initiative: Tuesday, October 1, 2019 12p - 4p. Trending Media took part in the Greenlee School Presents "Jump-Start Internship & Networking Fair at Iowa State University. This was the third time we have taken part in the event and were able to speak with students attending the journalism program at ISU. We were able to speak to the students about internships and full time positions if they were graduating from the program at ISU.	

Todd Steinkamp

From: Probasco-Sowers, Juli [GSJC] <julip@iastate.edu>
Sent: Wednesday, September 25, 2019 3:33 PM
To: Juli Probasco-Sowers
Subject: <no subject>

Greetings,

Greenlee faculty, staff and students are looking forward to seeing you all on Tuesday, Oct. 1, from Noon-4 p.m. for the Greenlee Jump-Start Internship & Networking Fair in the Great Hall of the ISU Memorial Union.

I wanted to share a few important notes with you in advance.

Parking: Parking is available in the Memorial Union parking garage adjacent to the Memorial Union. Bring in the parking ticket you receive when you enter the garage. At the conclusion of the fair, you can pay for parking at the automated pay station located on the main floor before you enter the parking ramp.
•If you are using a credit/debit card, you can pay as you exit the garage. You cannot use cash to pay at the garage exit.
•If you need to make more than one trip to load up, do not pay for parking until you have all your material loaded and are ready to leave the ramp.
•We do not validate parking for the Jump-Start Internship & Job Fair.

Checking in: You may check in between 10:30 a.m. and 11:45 a.m. We would like everyone to be in place before the fair opens at noon. Please stop at the registration table just inside the entrance of the Great Hall. There will be one entrance for students and one for employers. Look for the sign. We will be there to meet you, give you your packet and take you to your table.

When setting up: Please do not encroach in other vendor spaces or extend tables or displays into emergency exit areas.

Tablecloths: We have placed tablecloths on tables of exhibitors who indicated they needed one. If you need one, please let someone know.

Identification: You can expect to draw more students to your booth if you have an easy to read banner or sign that identifies your business, company or non-profit. However, the rules for use of the MU are strict in that you are not allowed to tape banners or signs to the walls, or even the tablecloths unless you bring your own tablecloth. With that in mind, you will need a freestanding sign or banner that could be on your table, beside the table or on an easel.

Snacks: Snacks will be available for employers at about 1:30 p.m. in the Oak Room adjacent to the Great Hall.

Employer packet contents: The packet includes a survey asking about your Greenlee Jump-Start Internship & Job Fair experience. Please fill this out by 3:45 p.m., as we will have someone come around and collect the surveys. The survey results will help us plan future fairs. There will also be information on how to create a

great internship for your company/organization and students. There may be additional information included in the packets as well. Please allow enough time to fill out the questionnaire.

Please don't pack up early: We would appreciate an effort by all employers to maintain tables until 4 p.m. There are students who don't get out of class until about 3:30 p.m. Although the traffic may slow down a bit in that last half-hour, there will be some people coming to the event during that time.

Thank you so much for attending,

Juli

Juli Probasco-Sowers
Internship Coordinator
Academic Adviser II
Greenlee School of Journalism
and Communication
111 Hamilton Hall
Phone: (515) 294-9957
Email: julip@iastate.edu

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Todd Steinkamp

From: cyhire@iastate.edu
Sent: Tuesday, September 10, 2019 4:42 PM
To: todd@trendingm.com
Subject: Event Registration Received

Sep 10, 2019, 4:41 PM

Dear Todd G. Steinkamp:

Thank you for submitting your registration for the 2019 Fall Jump-Start Internship and Networking Fair sponsored by the Greenlee School of Journalism and Communications. Your registration is currently pending and you will receive a separate email after it has been approved.

If your event has a fee, please do not submit payment until your registration has been confirmed.

Do not reply to this email. If you have any questions, please contact the appropriate college by the email listed below.

Sincerely,

Iowa State University Career Services Offices

Agriculture and Life Sciences Career Services
515-294-4725

Business Career Services
515-294-2542
bcs@iastate.edu

Design Career Services
515-294-0735
designcareers@iastate.edu

Engineering Career Services
515-294-2540
ecs@iastate.edu

Human Sciences Career Services
515-294-0626
hscareers@iastate.edu

Liberal Arts & Sciences Career Services
515-294-8691
lascs@iastate.edu

TREACH ACTIVITY DESCRIPTION FORM

Year: 2019	Name of Activity: Wartburg College Career Expo
Place of Activity:	**Wartburg College / Wartburg-Waverly Sports and Wellness Center**
Staff Attending: Todd Steinkamp & Kyle Martin	
Description of Initiative: Thursday, October 3, 2019 11:30a-2:00p. The Wartburg College Career Expo is one of the better that we take part in. Wartburg has a strong Journalism program so it benefits us to talk to students that are interested in a broadcasting career. We have found both Interns and full time candidates in the past career fairs.	

Todd Steinkamp

From: Derek Solheim <derek.solheim@wartburg.edu>
Sent: Wednesday, June 26, 2019 10:54 AM
Cc: Jo Lynn Dorrance
Subject: Wartburg College Career Expo 2019-20 (registration information)

Good morning,

We are pleased to invite you to attend Wartburg College Career Expo's that features jobs, internships, and graduate/professional schools. Mark your calendar now to join us in Waverly, Iowa for these opportunities to recruit students.

Fall Career Expo (Jobs, Internships, Graduate/Professional School Fair)—Thursday, October 3th, 2019
Set-Up: 10:30 a.m. to 11:15 a.m.
Event Time: 11:30 a.m. to 2 p.m.
Location: Wartburg-Waverly Sports & Wellness Center – Hall of Champions

Winter Career Expo (Jobs, Internships, Graduate/Professional School Fair—Tuesday, February 25, 2020
Set-Up: 10:30 a.m. to 11:15 a.m.
Event Time: 11:30 a.m. to 2 p.m.
Location: Wartburg-Waverly Sports & Wellness Center – Hall of Champions

The purpose of these events is to connect you, the employer, with potential employees—our students. We would also like to expose our students to the many employment opportunities available to them, both locally and nationally. Students will be encouraged to bring their resumes to share with prospective employers. We are also actively seeking colleges and universities to participate in the events so that students interested in pursuing further education have the opportunity to explore the many programs available.

Registration forms can be accessed from our Employers Homepage. The links to register for both recruiting events is located within the "PARTICIPATE IN CAREER FAIRS" section. Please note that you will need to complete a separate registration form for each event.

Registrations will be accepted for both events until we reach space capacity. Please note that we do not charge a registration fee.

If your organization is unable to attend the career events, we'll be happy to grant you access to post your job and internship announcements and student focused events on our online job board. Contact Derek Solheim for more information.

Mock Interviewers Needed: We also host a variety of mock interviews throughout the year. Consider helping to prepare college students to interview effectively by conducting mock interviews during our Mock Interview Days. This is a great opportunity to increase the presence and visibility of your organization on campus while providing a great training opportunity for students. To participate, contact Derek Solheim at (319) 352-8425 or derek.solheim@wartburg.edu

We look forward to seeing you at our events.

Sincerely,

Derek Solheim, Pathways Center Director – Career Services
(319) 352-8425 – derek.solheim@wartburg.edu

Jo Dorrance, Campus Internship Coordinator – Student Life
(319) 352-8444 - jo.dorrance@wartburg.edu

Derek Solheim - Wartburg College
Pathways Center Director
E-Mail: derek.solheim@wartburg.edu
Phone: 319.352.8425 - **Fax:** 319.352.8365

Strengths: Futuristic, Ideation, Arranger, Individualization, Maximizer
MBTI: ENTP

Pathways Center Website: www.wartburg.edu/pathways
To schedule an appointment, call the Pathways Center at 319.352.8615

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Todd Steinkamp

From: wartburgcollege@csm.symplicity.com
Sent: Thursday, June 27, 2019 3:14 PM
To: Todd@TrendingM.com
Subject: Registration Confirmation: Wartburg College Career Expo (Jobs, Internships, Graduate Schools)

Jun 27, 2019, 3:13 PM

Dear Todd Steinkamp:

This is to confirm your registration for the Wartburg College Career Expo 2019 (Jobs, Internships, Graduate Schools). Confirmation materials, including directions to campus and parking information, can be found below.

We are pleased that you will be participating in the Wartburg College Career Expo on Thursday, Oct. 3, 2019 in the Wartburg-Waverly Sports and Wellness Center. The event is from 11:30 a.m. – 2:00 p.m.

Time Commitment - Event set-up begins at 10:30 a.m. We ask that all organizations be completely set-up by 11:15 a.m. and keep your booth open for the entire event. Many students visit the fair around their class schedule and it is crucial we give every student the opportunity to meet with you during the advertised time. The event will conclude at 2:00 p.m.

Event Location - Wartburg–Waverly Sports and Wellness Center - Hall of Champions (Upper Level)

Check-In - Upon arrival, please check in at the employer registration table located at the top of the stairs in the northwest entrance of the Wartburg-Waverly Sports and Wellness Center. Access to the upper level is available via elevator or stairs.

Unloading Zone & Event Parking - NW corner of the Wartburg-Waverly Sports and Wellness Center (12th St N.W.)

Parking: Lots A, F, L & O (http://www.wartburg.edu/parking) - No parking pass is needed to park in these lots.

Lunch - You may purchase lunch on your own in the Zesty Orange restaurant at your convenience. The Zesty Orange is located in the Wartburg-Waverly Sports and Wellness Center adjacent to the exhibit space. They offer a menu ranging from healthy items such as salad and wraps to smoothies, coffee drinks, bakery items, pasta plates and personal pizzas.

Shipping Information -
Wartburg College
Cathi Duitsman, #2115
Career Expo Materials
100 Wartburg Blvd.
Waverly, Iowa 50677

Please send an e-mail notice to Jan Simpson (jan.simpson@wartburg.edu) that you are shipping materials for the Career Expo. This allows us to notify the "W" staff to lock up materials and arrange delivery to your expo table.

Questions:
Derek Solheim, Career Services-Pathways Center
(319) 352-8425

derek.solheim@wartburg.edu

We look forward to seeing you at the Wartburg College Career Expo 2019 (Jobs, Internships, Graduate Schools).

Thank you,

Wartburg College Career Services Team

This email has been checked for viruses by AVG.
https://www.avg.com

Todd Steinkamp

From: Derek Solheim <derek.solheim@wartburg.edu>
Sent: Monday, September 30, 2019 4:33 PM
Cc: Jan Simpson; Jo Lynn Dorrance
Subject: Wartburg College Career Expo on Thursday, Oct. 3, 2019 - Confirmation

We look forward to seeing you at the Wartburg College Career Expo on Thursday, Oct. 3, 2019. Confirmation materials, including directions to campus and parking information, can be found below.

Derek Solheim
Career Services – Wartburg College

We are pleased that you will be participating in the Wartburg College Career Expo on Thursday, Oct. 3, 2019 in the Wartburg-Waverly Sports and Wellness Center. The event is from 11:30 a.m. – 2:00 p.m.

Time Commitment: Event set-up begins at 10:30 a.m. We ask that all organizations be completely set-up by 11:15 a.m. and keep your booth open for the entire event. Many students visit the fair around their class schedule and it is crucial we give every student the opportunity to meet with you during the advertised time. The event will conclude at 2:00 p.m.

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Questions:
Derek Solheim, Career Services-Pathways Center
(319) 352-8425
derek.solheim@wartburg.edu

We look forward to seeing you at the event.

Thank you,

Wartburg College Career Services Team

Derek Solheim - Wartburg College
Pathways Center Director
E-Mail: derek.solheim@wartburg.edu
Phone: 319.352.8425 - **Fax:** 319.352.8365

Strengths: Futuristic, Ideation, Arranger, Individualization, Maximizer
MBTI: ENTP

Pathways Center Website: www.wartburg.edu/pathways
To schedule an appointment, call the Pathways Center at 319.352.8615

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TREACH ACTIVITY DESCRIPTION FORM

Year: 2020	Name of Activity: Highway 30 Corridor Career Fair
Place of Activity:	**DeJardin Hall, Iowa Valley Continuing Education 3702 S. Center St. Marshalltown, IA**
Staff Attending: NA	
Description of Initiative: February 13, 2018. Trending Media, Inc. is proud to co-sponsor this career fair in our city of license, Marshalltown. There is always a large group of participating Employers with good attendance from not just students at IVC but also the general public. Unfortunately, the Career Fair was canceled this year due to COVID-19.	

Todd Steinkamp

From: Aguilera, Sara <sara.aguilera@iwd.iowa.gov>
Sent: Thursday, February 6, 2020 3:18 PM
To: Todd Steinkamp
Subject: Registration Confirmation

Thank you for registering for the Highway 30 Corridor Career Fair!

The 2020 Career Fair will be Wednesday, April 1, from 10 am to 12:30 pm. Employer participants are asked to leave their booth/display up until the close of the event at 12:30 pm. You can set up in the MCC Student Activity Center between 8:15 - 9:15 am. From 9:15 - 9:45 am there will be a Career Fair Kickoff for all employer participants; a light continental breakfast will be provided.

The MCC Student Activity Center is at the southeast corner of the MCC campus at 3700 S. Center St. in Marshalltown. Enter campus by the south driveway (by the baseball field) and head toward the Student Activity Center, which has a blue metal roof. There is plenty of parking.

Tips for a productive fair:

- Be prepared to engage job seekers.
- Know which positions you are currently filling.
- Decide if you will accept resumes.
- Have promotional materials and your business cards available for job seekers.
- Arrive in plenty of time to set up and enjoy the continental breakfast.

Have more questions? Please contact Sara Aguilera 641-754-1400 ext 36978.

Best Regards,

--
Sara Aguilera
WIOA Career Development Advisor Lead
IowaWORKS - *a Proud Partner of the American Job Center network*
204 1/2 W State St
Marshalltown, IA 50158
Phone: 641-754-1400 ext. 36978
Cell: 641-751-5863
sara.aguilera@iwd.iowa.gov
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Mission: We power Iowa's possibilities by connecting workers to opportunities and employers to workforce solutions.

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Todd Steinkamp

From: Aguilera, Sara <sara.aguilera@iwd.iowa.gov>
Sent: Monday, March 16, 2020 1:54 PM
To: Angie Redmond; Brenda Dryer; Hassett, Becky; John Wirkler; Lisa Bienfang; Lynn Olberding; Lynne Bovenmyer; Mark Osmundson; Morales, Maria; Neysa Hartzler; Robin Anctil; Todd Steinkamp; Vonceil Stewart-Kai
Subject: Cancelled - 2020 Highway 30 Corridor Career Fair

We thought we avoid the snow by pushing the fair back to April, and now COVID-19 got us instead. We have decided to cancel the 2020 Highway 30 Corridor Career Fair. We did consider postponing the event. However, with CDC guidelines discouraging gatherings for at least 8 weeks, it did not seem feasible to have the event while students are in session and before our funding year ends June 30. Perhaps if there is interest, we can look at a fall event when things get back to normal.

I will be sending out an email this afternoon to everyone who registered for the event. I will also have Marketing update our website and other materials to get the word out. I have donations from several of you. Please let me know if you would like me to return these items to you. Lynne, let me know if there are any issues with cancelling the breakfast order. I greatly appreciate all the hard work everyone did for this event! I can only hope that the next fair will go off without a hitch.

Thanks,

--
Sara Aguilera
WIOA Career Development Advisor Lead
IowaWORKS - *a Proud Partner of the American Job Center network*
204 1/2 W State St
Marshalltown, IA 50158
Phone: 641-754-1400 ext. 36978
Cell: 641-751-5863
sara.aguilera@iwd.iowa.gov
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TREACH ACTIVITY DESCRIPTION FORM

Year: 2019	Name of Activity: Marshalltown High School Sophomore station tour
Place of Activity:	**KXIA & KFJB Studios**
Staff Attending: Todd Steinkamp / Kyle Martin / Brandon Lewis	
Description of Initiative: Trending Media hosts and encourages tours for community clubs as well as all schools in the area. Marshalltown High School Sophomores that had interest in Arts/Creative Arts and Communications came into the studios and toured the stations for approximately an hour.	

Todd Steinkamp

From: Hungerford, Terri <Terri.Hungerford@iavalley.edu>
Sent: Friday, October 11, 2019 2:52 PM
To: 'Todd Steinkamp'; 'David S'
Subject: Confirmation of MHS Sophomore tours next week

Good Afternoon,

Thank you for offering to talk with the MHS sophomores interested in Arts/Creative Arts/Communications next week during our MHS Sophomore tours. We have 20 students that have indicated an interest in this career field. Below is the schedule for the tours and you will have 3 chaperones for the students: Rebecca Whalen, Anna Vadne Kamp and Samuel Ibarra.

KIX 101.1 Studio 9:00 am – 9:45 am
Allotabit Studio (IV CE room 610) 10:00 – 11:00 am

If you have any questions, please contact me. Thank you for your willingness to talk with students about their future and careers available in this area.

Terri

TERRI HUNGERFORD
Iowa Valley Intermediary Coordinator
Iowa Valley Community College District
Member of the Iowa Intermediary Network

3702 S. Center St., Marshalltown, IA 50158
Ph: 641.844.5627 • F: 641.752.1692 • C: 641.751.2817

Be sure to visit our NEW website by clicking on the Iowa Intermediary Network logo below

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TREACH ACTIVITY DESCRIPTION FORM

Year: 2019	Name of Activity: Marshalltown High School Student Broadcast interest
Place of Activity:	**Marshalltown Community College**
Staff Attending: Todd Steinkamp / Kyle Martin	
Description of Initiative: Todd Steinkamp and Kyle Martin met with a high school student about his interest in broadcasting. This meeting took place at Marshalltown Community College where they have a broadcast program. Todd & Kyle spoke with Cael (the student) in regards about duties at a radio station and what he could expect in the industry.	

Todd Steinkamp

From: Sellers, Ranae <rsellers@centralriversaea.org>
Sent: Tuesday, November 12, 2019 8:25 AM
To: Todd Steinkamp
Subject: Re: Work experience student

Hi Todd
I'm just confirming that Cael, Joey, and I will be meeting with you at MCC sometime around 2 or after this afternoon.

Thanks!

Ranae Sellers
Work Experience Coordinator
rsellers@centralriversaea.org
641-750-3324

On Fri, Nov 8, 2019 at 8:18 AM Todd Steinkamp <Todd@trendingm.com> wrote:

Good morning Ranae,

Tuesday should work for us. We can be out there around that 2:15 time frame. If that works on your end then we will be there!

Todd

From: Sellers, Ranae [mailto:rsellers@centralriversaea.org]
Sent: Thursday, November 07, 2019 2:38 PM
To: Todd Steinkamp
Subject: Re: Work experience student

Hi Todd,

I called MCC and emailed Steve Muntz about visiting, and they said that Tuesday the 12th in the afternoon would work for them. Admissions wants to meet with Cael at 1:30 and Steve said 2:15 or after would be best for him. I was wondering if you and/or Kyle would be able to meet with Cael that day. If not I can change it. This all stems on if Cael's mom can transport him that day. I'm waiting to hear back from her. Just let me know whether or not it works for you.

Todd Steinkamp

From: Sellers, Ranae <rsellers@centralriversaea.org>
Sent: Wednesday, November 13, 2019 10:28 AM
To: todd@trendingm.com
Subject: Thank you!

Hi Todd,

I appreciate you and Kyle for going to MCC to meet with Cael yesterday and answering his questions. I think he learned a lot from the visit. I'm glad Joey was able to talk to you about barriers for him in the industry. That was one of the questions that I wanted him to ask you, but apparently he didn't feel comfortable asking it himself.
What are you thoughts of him having a place in broadcasting?

Thanks!

Ranae Sellers
Work Experience Coordinator
rsellers@centralriversaea.org
641-750-3324

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TREACH ACTIVITY DESCRIPTION FORM

Year: **Monday, October 22 from 5-6pm**	Name of Activity: Marshalltown Community College Broadcasting Advisory committee
Place of Activity:	**Marshalltown Community College**
Staff Attending: Todd Steinkamp	
Description of Initiative: Trending Media, Inc. has had staff members serving on the Marshalltown Community College Broadcasting Advisory Committee for numerous years. TMI staff helps advise on the Broadcast curriculum taught at MCC. During the hour long meeting MCC Broadcasting Professor Steve Muntz asks and takes suggestions on what is new in the broadcast industry and what would be relevant for his students to learn in classes.	

Todd Steinkamp

From: Muntz, Steve <Steve.Muntz@iavalley.edu>
Sent: Friday, September 28, 2018 9:25 AM
To: 'Todd Steinkamp'
Subject: Broadcasting Advisory Board Dinner and Meeting

Hi Todd

We have a date set for our **Advisory Board Dinner. Monday, October 22 from 5-6pm**
We will have our meeting before the dinner at **4pm in room 307 at MCC**
The dinner will follow in Dejardin Hall in the Continuing Education area.

Please RSVP if you can make it to the meeting at 4pm and dinner at 5pm
In the past some of you could only make it to the meeting and that is fine but we would love
To have you stay for the dinner as well. Just let me know.
Steve

Steve Muntz
Professor, Broadcasting/Digital Media
Marshalltown Community College
3700 South Center Street
Marshalltown, IA 50158
641 844-5797 (direct line)
steve.muntz@iavalley.edu

MARSHALLTOWN
Community College

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II. EEO NARRATIVE STATEMENT

- Trending Media, Inc. (TMI) KFJB-AM/KXIA-FM has made a concerted effort to fulfil our Equal Employment Opportunity Outreach compliance.

- All unit hiring goes through the General Manager and he is solely responsible to ensure the stations are compliant with EEO policies. EEO memos are posted within our building and a copy is given to all new employees. All new positions, with the exception of occasional exigent circumstances are subjected to broad outreach before hiring decisions are made.

- There were to internal job vacancies during the 2019 – 2020 EEO window.

- In accordance with 73.2080 (B) each manager knows our policy from weekly manager meetings to send all the openings we would have to all our recruitment sources including the Iowa Broadcasters Association. We post openings at our stations and on our websites. All organizations that express an interest in notification of new hiring opportunities will be provided with notice as soon as possible. TMI periodically evaluates the effectiveness of our outreach contacts. Based on leads generated for new employment opportunities we will delete unresponsive contacts and add new outreach organizations and institutions from our area including Iowa and Central Iowa.

- As there were no job vacancies we did not need to disseminate any positions. However, when we do advertise for positions we utilize the following sources for our Outreach.

- Letters & emails to thirty two (32) colleges and universities
- Iowa Broadcasters Association
- Iowa Workforce Development
- KXIA and KFJB websites
- TMI in-house job posting
- Work in Iowa
- Central Iowa Help Wanted.com
- All Access.com
- National Alliance of State Broadcasters
- Des Moines Area Community College

- Hawkeye Community College
- Iowa Valley Continuing Education
- Iowa State University
- Eastern Iowa Community College
- Northeast Iowa Community College
- Kirkwood Community College
- TV & Radio jobs.com
- University of Iowa
- University of Northern Iowa
- University of Wisconsin-Platteville
- Wartburg College

- Further Outreach activity has included:
  - Trending Media, Inc. continues efforts to participate in a variety of Iowa Job Fairs. Three (3) were scheduled in 2019 – 2020 with one (1) being cancelled due to COVID-19. This included three (3) colleges in Iowa. In accordance with 73.2080 (C) (4) TMI analyzes pay benefits and seniority practices, promotions and selection techniques every time we hire a full time employee based on our broadcast associations continual training through webinars and emails or annual seminars.

- TMI has no union agreement. During TMI's annual budgeting process, the company reviews employee salaries to ensure there is no discrimination based on sex, religion or race in regards to the job assigned and the pay received. Employee pay is based on performance and merit. All benefits (health insurance, vacation, sick leave, etc.) afforded by TMI are the same for everyone and based entirely on length of service (vacation) and at the sole discretion of each full time employee as to whether or not they avail themselves to the offered benefits. It is the ongoing policy of TMI to ensure that all decisions made concerning employees are made based on job performance and not discriminatory.

Respectfully,

Todd Steinkamp
General Manager
September 18, 2020