

Trending Media, Inc.



ANNUAL EEO REPORT

October 2022
Thru
September 2023

KFJB-AM
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: | Morning Show Co-Host / KXIA | Date Filled: | 3/10/23 |
| 2. Job Title: | | 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: | | Morning Show Co-Host / KXIA | Date Filled: | 3/10/23 |
| Source | | Address / Website Address | | Referred Person Hired? |
| All Access | | Allaccess.com | | No |
| Iowa Broadcasters Association | | www.lowabroadcasters.com | 3/10/2023 | YES |
| Recruit Iowa Grads | | www.recruitiowagrads.com | | No |
| KXIA | | www.KIXWEB.com | | No |
| | | | | |
| | | | | |

[illegible]

Iowa Broadcasters Association

Job Bank Submission

Please confirm your entries and click 'Submit'.

| Field | Value |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company | Iowa's Best Country, KIX 101.1 (KXIA) |
| Position | Morning KIX Start Co-Host / Assistant Program Director |
| Jobdescription | <p>Iowa's Best Country, KIX 101.1 is a 100,000-watt heritage country station that is locally owned and operated by Trending Media. We want your help in growing our morning show and taking it to the next level!</p> <p>You will be joining our current morning show co-host and tasked with having fun, playing games, keeping KIX Country entertained and informed with weather updates, traffic & road conditions, timely and engaging interviews, drinking coffee, eating the occasional donut and so much more. This is a position that offers continued growth and advancement.</p> <p>First and foremost, your job is to lead and deliver the best morning show each weekday morning. You will also get the opportunity to do live remote broadcasts throughout Central Iowa, voice and produce creative production and assume the duties of Assistant Program Director where you will learn the day to day programming and promotions operations. Must be able to multi-task and have the capability to carry and set up equipment for remote broadcasts.</p> <p>The candidate we are looking for must have a minimum of 3 years on-air experience, knowledge of computers, maintaining digital properties including websites & social media and must be a team player along with having a positive attitude.</p> <p>Trending Media provides paid vacation, holiday and sick time along with company/employee shared health insurance.</p> <p>If you want to do LIVE and LOCAL radio, then we want to hear from you.</p> <p>Trending Media is an equal opportunity employer.</p> <p>Send your demo's and resume's to Brandon Lewis at Brandon@KIXWEB.com</p> <p>Or to:</p> <p>Apply Trending Media</p> <p>123 West Main St.</p> <p>Marshalltown, IA 50158</p> |
| Expdate | 03/01/2023 |
| Choice | Yes |
| Contactperson | Brandon Lewis |
| Phone | (641) 753-3361 |
| Email | brandon@kixweb.com |

If you'd like to have a receipt of this form emailed to you, enter one or more email addresses below. Separate multiple email addresses with commas.

brandon@kixweb.com

< Back

Submit >

Iowa Valley Community College District

Trending Media, Inc. / KIX 101.1 / KFJB

Job Detail Information

Job Information

| | |
|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Job ID | 6949948 |
| Job Title | Morning KIX Start Co-Host / Assistant Program Director |
| Job Description | <p>Iowa's Best Country, KIX 101.1 is a 100,000-watt heritage country station that is locally owned and operated by Trending Media. We want your help in growing our morning show and taking it to the next level!</p> <p>You will be joining our current morning show co-host and tasked with having fun, playing games, keeping KIX Country entertained and informed with weather updates, traffic & road conditions, timely and engaging interviews, drinking coffee, eating the occasional donut and so much more. This is a position that offers continued growth and advancement.</p> <p>First and foremost, your job is to lead and deliver the best morning show each weekday morning. You will also get the opportunity to do live remote broadcasts throughout Central Iowa, voice and produce creative production and assume the duties of Assistant Program Director where you will learn the day to day programming and promotions operations. Must be able to multi-task and have the capability to carry and set up equipment for remote broadcasts.</p> <p>The candidate we are looking for must have a minimum of 3 years on-air experience, knowledge of computers, maintaining digital properties including websites & social media and must be a team player along with having a positive attitude.</p> <p>Trending Media provides paid vacation, holiday and sick time along with company/employee shared health insurance.</p> <p>If you want to do LIVE and LOCAL radio, then we want to hear from you.</p> <p>Send your demo's and resume's to Brandon Lewis at Brandon@KIXWEB.com</p> <p>Or to:</p> <p>Trending Media</p> <p>123 West Main St.</p> <p>Marshalltown, IA 50158</p> <p>Trending Media is an equal opportunity employer.</p> |
| Type of Job | Full Time |
| Job Location | Marshalltown, Iowa 50158 |
| Expiration Date | 03/01/2023 |

Job Requirements

| | |
|------------------------|----------------|
| Degrees Wanted | None Required |
| Majors Wanted | Any Major |
| Job Targets Wanted | Any Job Target |
| Special Skills Wanted | |
| Other Job Requirements | |

Company Information

| | |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company Name | Trending Media, Inc. / KIX 101.1 / KFJB |
| Employer Web Site | http://www.kixweb.com |
| Company Description | Trending Media, Inc. is comprised of two radio stations. KXIA – Iowa's Best Country is a country format radio station. News/Talk 1230 KFJB & 93.9 FM radio station. |
| Equal Opportunity Employer | Yes |

Contact Information

| | |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Contact | <p>Name: Brandon Lewis</p> <p>Address: 123 W Main St, Marshalltown, IA 50158</p> <p>Phone: 6417533361</p> <p>Email: brandon@kixweb.com</p> |
| Application Instructions | <p>Send your demo's and resume's to Brandon Lewis at Brandon@KIXWEB.com</p> <p>Or to:</p> <p>Trending Media</p> <p>123 West Main St.</p> <p>Marshalltown, IA 50158</p> |

Go Back

ISU

 This is how a student may see your job posting.



Morning KIX Start Co-Host / Assistant Program Director

Marshalltown Broadcasting, Inc./KXIA/KFJB

Post-Graduation Employment

Position Type

Post-Graduation Employment

Desired Class Level(s)

Undergraduate Freshman, Undergraduate Sophomore,
Undergraduate Junior, Undergraduate Senior, DVM Student,
Master's & PhD, Post Doctoral, Alum, Non-Degree Seeking

Desired GPA

Description

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If you want to do LIVE and LOCAL radio, then we want to hear from you.

Send your demo's and resume's to Brandon Lewis at
Brandon@KIXWEB.com

Important Dates

Posted On:

Feb 07, 2023

Application Deadline:

Mar 01, 2023

Please make sure that you are including the most recent version of your resume when submitting your application.

Contact Information

Send your demo's and resume's to
Brandon Lewis at Brandon@KIXWEB.com

Or to:

Trending Media
123 West Main St.
Marshalltown, IA 50158

Or to:

Trending Media
123 West Main St.
Marshalltown, IA 50158

Trending Media is an equal opportunity employer.

Location

Marshalltown, Iowa United States

Remote or In-Person Work?

In-Person

Desired Major(s)

College of Liberal Arts and Sciences/DS: Data Science (B), College of Liberal Arts and Sciences/SP CM: Speech Communication (B), College of Liberal Arts and Sciences/COMST: Communication Studies (B), College of Liberal Arts and Sciences/RELIG: Religious Studies (B), College of Liberal Arts and Sciences/PHIL: Philosophy (B), College of Liberal Arts and Sciences/PERF: Performing Arts (B), College of Liberal Arts and Sciences/TCOMM: Technical Communication (B), College of Liberal Arts and Sciences/MU BA: Music (Major) (B), College of Liberal Arts and Sciences/LING: Linguistics (B), College of Liberal Arts and Sciences/MU BM: Music (Curriculum) (B), College of Liberal Arts and Sciences/JL MC: Journalism and Mass Communication (B, M), College of Liberal Arts and Sciences/ENGL: English (B, M), College of Liberal Arts and Sciences/WLC: World Languages and Cultures (B), College of Liberal Arts and Sciences/P R: Public Relations (B), College of Liberal Arts and Sciences/APL: Applied Linguistics and Technology (D), College of Liberal Arts and Sciences/CWE: Creative Writing and Environment (M), College of Liberal Arts and Sciences/INDCL: Interdisciplinary Studies - Classical Studies (B), College of Liberal Arts and Sciences/BPM I: Biological/Pre-Medical Illustration (B), College of Liberal Arts and Sciences/RCPC: Rhetoric, Composition, and Professional Communication (M), College of Liberal Arts and Sciences/TESL: Teaching Engl as a Scnd Lang/Applied Linguistics (M), College of Liberal Arts and Sciences/ADVRT: Advertising (B)

Annual Salary

Unspecified

This preview no longer accurately represents the candidate experience

You can still use this preview to see that your information has been entered correctly, but due to changes in the candidate-facing experience, it's no longer 100% reflective. We'll be working to update this preview in the future to match the current experience.

Morning KIX Start Co-Host / Assistant Program Director

Trending Media, Inc. (/emp/employers/377094)

/emp/employers/377094

Marshalltown, Iowa, United States

Full-Time Job

Paid

Journalism, Media & Publishing

10 - 50 employees

No on-campus interviews

Applications close on Mar 01

Apply

Job Description

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See More

About Trending Media, Inc.

| | | |
|-------------------------------|-----------------------------|-------------|
| Headquarters | Website | Division |
| 123 West Main Street, Mars... | www.KIXWEB.com (http://w... | No division |

Trending Media is home of Iowa's Best Country, KIX 101.1 and News Talk 1230 KFJB. Iowa's Best Country, KIX 101.1 is a 100,000 watt country station that covers all of Central Iowa and has been bringing listeners their favorite country music since 1987! News Talk 1230 KFJB bring news, sports weather and more to our listeners. Licensed in 1923, KFJB is one of the longest running stations in the United States.

Share Job

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in

m

(https://www.joinhandshake.com/jobs/newArticle?u=https://www.kixweb.com/news/2023/02/07/morning-show-co-host-positions-available-at-kix-101-1-marshalltown-ia/)

Cancel

<

Next >

Save

https://app.joinhandshake.com/emp/jobs/new

1/2

Ashley Anderson

From: Ashley Anderson
Sent: Tuesday, February 7, 2023 4:22 PM
To: 'Valorie.Larsson@RecruitIowaGrads.com'
Subject: Trending Media, Inc - Morning KIX Start Co-Host / Assistant Program Director

Trending Media, Inc – Radio Stations

123 W. Main St.

Marshalltown, IA 50158

www.KIXWEB.com & www.1230KFJB.com

Brandon Lewis – Morning KIX Start Host & Program Director / 641-753-3361 /

brandon@kixweb.com

JOB INFORMATION:

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Send your demo's and resume's to Brandon Lewis at Brandon@KIXWEB.com

Or to:

Trending Media
123 West Main St.
Marshalltown, IA 50158

Trending Media is an equal opportunity employer.

Application Deadline 3/1/2023

Work Authorization: US Citizen

Desired Start Date: Pending

Salary: Will discuss

Ashley Anderson

Administrative Specialist
Trending Media, Inc.
Iowa's Best Country, KIX 101.1
News-Talk KFJB - 1230 AM & 93.9 FM
123 W. Main Street
Marshalltown, IA 50158
641.753.3361

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MORNING KIX START CO-HOST / ASSISTANT PROGRAM DIRECTOR

February 7, 2023 Help Wanted

TWEET

SHARE

LINKEDIN

EMAIL

Iowa's Best Country, KIX 101.1 is a 100,000-watt heritage country station that is locally owned and operated by Trending Media. We want your help in growing our morning show and taking it to the next level!

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Marshalltown, IA 50158

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Marshalltown - Iowa

38°

W

Wed 14°/24°

Thu 35°/20°

Fri 24°/16°

Winter Storm Watch

Full forecast >

Man On The Street

Every Friday @ 8:35AM @ Tremont Grille

BIRTHDAY CLUB

SPONSORED BY: Kellogg's Supreme Skins

HAVE A SCHOOL OR BUSINESS DELAY OR CANCELLATION?

MORNING KIX START CO-HOST / ASSISTANT PROGRAM DIRECTOR

February 7, 2023 [Help](#) [Wanted](#)

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Or to:

Trending Media
123 West Main St.
Marshalltown, IA 50158

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Posted – February 7, 2023

Morning KIX Start Co-Host / Assistant Program Director

Iowa's Best Country, KIX 101.1 is a 100,000-watt heritage country station that is locally owned and operated by Trending Media. We want your help in growing our morning show and taking it to the next level!

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Morning KIX Start Co-Host / Assistant Program Director – February 2023

Iowa Broadcasters Association – 2/7/23*iowabroadcasters.com***Posting Dates: 2/7/23-3/1/23**~~**Iowa Workforce Development – (DATE)**~~~~**Posting Dates: (DATE) – (DATE)**~~**Iowa Valley Continuing Education – 2/7/23****Posting Dates: 2/7/23-3/1/23****Iowa State University – 2/7/23****Posting Dates: 2/7/23-3/1/23****Handshake – 2/7/23****Posting Dates: 2/7/23-3/1/23**

Includes the following schools:

Dordt University
 Drake University
 Luther College
 St. Ambrose University
 University of Dubuque
 University of Iowa
 University of Northern Iowa
 Wartburg College
 DMACC

~~**All Access – (DATE)**~~~~**Posting Dates: (DATE) – (DATE)**~~~~**Radio and TV jobs.com – (DATE)**~~~~**Posting Dates: (DATE) – (DATE)**~~**Area Broadcaster Associations:**

- Illinois
- S. Dakota: 2/8-4/9

Recruit Iowa Grads.com – 2/7/23

Includes the following schools:

Allen College – Waterloo
 Briar Cliff University – Sioux City
 Buena Vista University – Storm Lake
 Central College – Pella
 Clarke University – Dubuque
 Coe College – Cedar Rapids
 Cornell College – Mount Vernon
 Dordt College – Sioux Center
 Graceland University – Lamoni
 Grand View University – Des Moines
 Grinnell College – Grinnell
 Iowa Wesleyan College – Mt. Pleasant
 Loras College – Dubuque
 Luther College – Decorah
 Mercy College of Health Sciences – Des Moines
 Morningside College – Sioux City
 Mount Mercy University – Cedar Rapids
 Northwestern College – Orange City
 St. Ambrose University – Davenport
 St. Luke's College – Sioux City
 Simpson College – Indianola
 University of Dubuque – Dubuque
 Wartburg College – Waverly
 William Penn University - Oskaloosa
Posting Dates: 2/7/23-???

KFJB Website: Posted 2/7/23-3/1/23**KXIA Website: Posted 2/7/23-3/1/23**~~**KFJB Radio: 69/30s**~~~~**Run: (DATE) – (DATE)**~~~~**KXIA Radio: 69/30s**~~~~**Run: (DATE) – (DATE)**~~**TMI Bulletin Board: 2/7/23-3/1/23**~~**NEWSPAPERS: —**~~~~**Ames Tribune – (DATE)**~~~~Jayne Ollendieck~~~~*jollendieck@amestrib.com*~~~~**Publish Dates: Ames Tribune: (DATE)**~~~~**Monster.com: (DATE) – (DATE)**~~~~**Marshalltown Times Republican – (DATE)**~~~~Deanna Davis~~~~*ddavis@timesrepublican.com*~~~~**Publish Dates: (DATE)**~~

OUTREACH ACTIVITY DESCRIPTION FORM

[illegible]



East Marshall Booster Club
PO Box 419
LeGrand, IA 50142

January 1, 2023

Dear Friend of East Marshall Booster Club:

We are looking forward to our annual auction fundraiser event on Friday, February 24, 2023, at the Meskwaki Bingo Casino Hotel in Tama, Iowa. The evening includes a social hour, silent auction, and live entertainment. We invite you to join us!

The funds raised from this event are used to make facility updates and purchase equipment for the benefit of our high school, middle school and elementary school students. Raising these funds is a vital part of offering extracurricular activities that supplement the education of our students. This year specifically, we are raising money for new choir platform risers and choir robes.

We understand your organization gets requests for support from many different groups all championing worthy causes. We are thankful for your consideration. This year, we are not specifically requesting monetary or product donations, although those will always be appreciated. We hope that you will consider giving the gift of a one-of-a-kind experience through an in-kind donation, which is priceless. For example, a business tour, food or drink tastings, event tickets, workshops or learning a new skill from a community artisan all make good auction items. These experiences are a great way to bring our community together and support our school. Listed below are various options for your organization to get involved and help boost our school activities:

1. Sponsor an experience for the auction (such as a tour, tasting or workshop)
2. Donate items or services to our auction
3. Become a sponsor and mail your tax-deductible donation to the address above

Your donation to the East Marshall Booster Club is tax deductible; Tax ID #42-1180528. A tax receipt will be mailed following the event.

Thank you for your time and consideration. Your support is critical to our success and is greatly appreciated. If you have any questions or would like to arrange a time for a committee member to pick-up your donation, please feel free to contact us at eastmarshallboosterclub@gmail.com. As always, it's a great day to be a Mustang!

Sincerely,

Amy Searle
Chris Jacobson
Jessica Criswell
Jill Bidwell

Spring Event Fundraising Committee
East Marshall Booster Club

RE: East Marshall Booster Club Spring Auction

Atcher, Michelle (NEW CENTURY FS) <matcher@newcenturyfs.com>

Mon 1/30/2023 8:19 AM

Deleted Items

To: Todd Steinkamp <todd@trendingm.com>;

That should work. Thank you so much!

Michelle Eibs Atcher | Accounts Receivable | [New Century FS, A Division of GROWMARK, Inc.](#) | [1017 Ogan Ave, PO Box 781, Grinnell, IA 50112](#) | Main Line: 641.236.3117 | **Direct Line: 641.328.8109** | Fax: 641.236.5363 | matcher@newcenturyfs.com

From: Todd Steinkamp <todd@trendingm.com>

Sent: Monday, January 30, 2023 8:17 AM

To: Atcher, Michelle (NEW CENTURY FS) <matcher@newcenturyfs.com>

Subject: Re: East Marshall Booster Club Spring Auction

This message was sent from outside the GROWMARK Enterprise. Please do not click links, respond directly to sender or open attachments unless you recognize the source of this email and know the content and trusted sender are safe.

Morning Michelle,

I don't have a certificate on my end that I would have sent you. If you do need something I can probably get something put together.

Here is the writeup that we did use last year:

Iowa's Best Country, KIX 101.1 and News Talk 1230 KFJB AM & 93.9 FM is giving one lucky listener and up to two guests the experience of getting a behind the scenes tour of our broadcasting facility! Plus, you'll get the opportunity to go on the air for a radio break to say hi to all your family and friends! You will be heard by thousands of listeners. You'll also get some cool KIX 101.1 swag to take as a souvenir and get photos while they are on the air to post to social media. (Because if you don't post it...did it really happen?)

Day and availability to be determined by winning bidder and KIX 101.1.

***winning bidder will sign a release form to use their voice and likeness.**

***No unsolicited advertising statements, political statements or vulgar language will be permitted.**

Thanks Michelle!

Todd Steinkamp

Owner/General Manager

Iowa's Best Country, KIX 101.1

News Talk 1230 KFJB AM & 93.9 FM

KFJB-TV

Trending Media, Inc.

123 West Main St.

Marshalltown, IA 50158

O: 641.753.3361 / M: 641.485.4590

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From: Atcher, Michelle (NEW CENTURY FS) <matcher@newcenturyfs.com>

Sent: Friday, January 27, 2023 10:14 AM

To: Todd Steinkamp

Subject: RE: East Marshall Booster Club Spring Auction

That would be great! I can't remember, did we do like a little certificate or something last year?

Thanks!

Michelle Eibs Atcher | Accounts Receivable | [New Century FS, A Division of GROWMARK, Inc.](#) | [1017 Ogan Ave, PO Box 781, Grinnell, IA 50112](#) | Main Line: 641.236.3117 | **Direct Line: 641.328.8109** | Fax: 641.236.5363 | matcher@newcenturyfs.com

From: Todd Steinkamp <todd@trendingm.com>

Sent: Friday, January 27, 2023 8:13 AM

To: Atcher, Michelle (NEW CENTURY FS) <matcher@newcenturyfs.com>

Subject: Re: East Marshall Booster Club Spring Auction

Damn junk mail!

This message was sent from outside the GROWMARK Enterprise. Please do not click links, respond directly to sender or open attachments unless you recognize the source of this email and know the content and trusted sender are safe.

Hey Michelle, I just saw this.

We would be happy to do the "DJ for a Day" experience again!

Todd Steinkamp

Owner/General Manager

Iowa's Best Country, KIX 101.1
News Talk 1230 KFJB AM & 93.9 FM

KFJB-TV

Trending Media, Inc.

[123 West Main St.](#)

[Marshalltown, IA 50158](#)

O: 641.753.3361 / M: 641.485.4590

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From: Atcher, Michelle (NEW CENTURY FS) <matcher@newcenturyfs.com>

Sent: Friday, January 20, 2023 11:33 AM

To: Todd Steinkamp

Subject: East Marshall Booster Club Spring Auction

Todd,

Would KIX 101 be willing to support the East Marshall spring fundraiser again? The attached letter gives a description of what the Booster Club is doing.

Thank you for considering!

Michelle

OUTREACH ACTIVITY DESCRIPTION FORM

[illegible]

Re: Harvest Ball Experience

Brittany Tice <tice.brittany@yahoo.com>

Thu 9/29/2022 7:10 PM

Deleted Items

To: Todd Steinkamp <todd@trendingm.com>;

This is great! Thank you so much!

On Wednesday, September 28, 2022 at 07:56:46 AM CDT, Todd Steinkamp <todd@trendingm.com> wrote:

Good morning Brittany,

We would be happy to do the "DJ for a Day" experience again!

Below is the write up that you can use.

Iowa's Best Country, KIX 101.1 is giving one lucky St. Francis student the experience of being a DJ for a Day! Your child gets the opportunity to be "hired" for one day by General Manager Todd Steinkamp to be a LIVE Radio Co-Host with Doris Day in the Mid-Day during the noon hour! They will be heard by thousands of listeners. They will Produce an actual commercial while at the studios, get some cool KIX 101.1 swag to take as a souvenir and get photos while they are on the air to post to social media. (Because if you don't post it...did it really happen?)

Day and availability to be determined by winner and KIX 101.1.

If you need anything else please let me know.

Thank you Brittany, have a great day!

Todd Steinkamp

Owner/General Manager

Iowa's Best Country, KIX 101.1

News Talk 1230 KFJB AM & 93.9 FM

Trending Media, Inc.

123 West Main St.

Marshalltown, IA 50158

O: 641.753.3361 / M: 641.485.4590

[KIX 101.1 on Facebook](#) / [1230 KFJB on Facebook](#)

[Listen to KIX 101.1 LIVE](#)

www.KIXWEB.com / www.1230KFJB.com

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From: Brittany Tice <tice.brittany@yahoo.com>

Sent: Monday, September 26, 2022 11:03 PM

To: Todd Steinkamp

Subject: Harvest Ball Experience

Hi Todd -

I am one of the 4 chairs for Harvest Ball this year and we would love if Kix would offer the "DJ for a Day" experience again this year.

Let me know what you think!

Thank you,
Brittany Gummert

Re: Harvest Ball Experience

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OUTREACH ACTIVITY DESCRIPTION FORM

[illegible]

BUSINESS AFTER HOURS

June 1, 2023
4:30-6:30

Trending Media

123 W. Main Street, lower level of US Bank building



MARSHALLTOWN
AREA CHAMBER

OUTREACH ACTIVITY DESCRIPTION FORM

[illegible]



MARSHALLTOWN
AREA CHAMBER
OF COMMERCE

Caffeinated **Conversations**

Trending Media

123 W. Main Street

basement of US Bank building

May 11, 2023

7:30-9:00 AM



RADIO, VIDEO, DESIGN & MORE



Caffeinated Conversations is a relaxed networking event where Chamber members can learn more about a Chamber member business/organization while connecting with peers. Employees of a Chamber member business/organization are encouraged to attend. This event is open to Chamber members only.

OUTREACH ACTIVITY DESCRIPTION FORM

[illegible]

OUTREACH ACTIVITY DESCRIPTION FORM

[illegible]

I. 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 was one (1) internal job vacancy during the 2022 – 2023 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.
- These sources are utilized for our Outreach but are not limited to the following:
 - 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
 - Indeed.com
-
- 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 27, 2023