

**KMCD(AM) & KKFD-FM
EEO PUBLIC FILE REPORT
October 1, 2017-September 30, 2018**

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
News Director	1-5	3

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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	Wartburg College Waverly, IA Dalissa Larson Dalissa.larson@wartburg.edu (319) 352-8609	NO	0
2	Broadcast Center St. Louis, MO Don placement@broadcastcenterinfo.com (314) 647-8181	NO	0
3	Word of Mouth Referral	NO	2
4	Iowa Broadcasters Association Des Moines, IA Iowabroadcasters.com (515) 224-7237	NO	1
5	Alpha Media Careers Website www.alphamediausa.com/careers/	NO	7
6	On-Air Announcements <i>(one or more SEU stations)</i>	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On March 13, 2018, our SEU participated in the Fairfield Area Career Fair at Fairfield High School in Fairfield, IA. Our Program Director spoke with approximately 50 students (2 sessions of 25 students each) from Fairfield High School (9 th – 12 th) & Maharishi School (11 th – 12 th) regarding careers in broadcasting
2	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On February 1, 2018, our SEU participated in the Southern Iowa Career Fair at Hellyer Student Life Center, IHCC Main Campus in Ottumwa, IA. Our Program Director attended the event and spoke with interested attendees about careers in broadcasting.
3	Participate in event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On December 5, 2017, our SEU participated in a session of Leadership Fairfield sponsored by the Fairfield Area Chamber of Commerce at Hawthorne Direct in Fairfield, IA. Our Program Director served as a speaker on a Communications Panel with other media leaders from the area. The panel addressed approximately 20 people from various businesses in the area, answering questions about our mission and how we are working to create a better Fairfield.
4	Participate in Job Fair	On February 21, 2018, our SEU participated in the Iowa Works Job Fair at Quincy Place Mall in Ottumwa, IA. Station participants included our Sports Director and an Account Executive, who spoke with interested attendees about careers in broadcasting.