

**KGRN(AM), KRTI(FM), KCOB(AM), KCOB-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016-September 30, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Business Manager	1-10	10
Account Executive	1-11	9
Account Executive	1-10	2

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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	<b>Alpha Media Careers Website</b> <a href="https://www.alphamediausa.com">https://www.alphamediausa.com</a>	N	3
2	<b>Indeed</b> <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	2
3	<b>Iowa Broadcasters Association</b> <a href="http://iowabroadcasters.com">http://iowabroadcasters.com</a> Sue Toma <a href="mailto:iowaiba@dwx.com">iowaiba@dwx.com</a> 515-224-7237	N	3
4	<b>Des Moines Area Community College-Newton</b> <a href="http://go.dmacc.edu/newton">http://go.dmacc.edu/newton</a> Julie Van Cleave <a href="mailto:javancleave@dmacc.edu">javancleave@dmacc.edu</a> 641-791-3622	N	0
5	<b>Grinnell College</b> <a href="http://www.grinnell.edu/cls">http://www.grinnell.edu/cls</a> Sue Barnes 641-269-4247	N	0
6	<b>University of Northern Iowa Career Services</b> <a href="https://uni-csm.simplicity.com/employers">https://uni-csm.simplicity.com/employers</a> Sara Smith <a href="mailto:sara.smith@uni.edu">sara.smith@uni.edu</a> 319-273-2746	N	0
7	<b>Goodwill Career Connection Center-Newton</b> Mary Beth Lawson <a href="mailto:marybethl@dmgoodwill.org">marybethl@dmgoodwill.org</a> 641-791-0424	N	1
8	<b>Central College</b> Pat Joachim Kitzman 812 University Pella, Iowa 50219 <a href="mailto:KitzmanP@central.edu">KitzmanP@central.edu</a>	N	0
9	<b>MyIowaInfo.com</b> (station website)	N	2
10	<b>Word-of-Mouth Referral</b>	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Job Fairs</b> ( <i>see Sec. III</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			13

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On March 29, 2017, our SEU participated in a job fair hosted at the Des Moines Area Community College's Newton campus. Our SEU helped promote this event in the local community and participated as a local employer, setting up a booth to collect resumes from attendees and discuss career opportunities in broadcasting. Station participants included our SEU's General Manager.
<b>2</b>	Host an event or program sponsored by or on behalf of an educational institution relating to broadcast careers (14)	From April 10, 2017 to May 12, 2017, our SEU hosted fourteen school districts for a "Class Day." During each Class Day, graduating seniors visited our station facilities and had the opportunity to participate in our on-air broadcast activities, including selecting music and discussion topics. The students' hands-on broadcasting experience was supervised by our SEU's Operations Manager and Sports Director. Students were given the opportunity to ask questions about careers in broadcasting.
<b>3</b>	Host an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On April 26, 2017, our SEU's General Manager met with students at Des Moines Area Community College's Newton campus to discuss career opportunities in the broadcasting industry. As part of the event our General Manager conducted mock interviews to prepare students for the broadcast industry's actual interview process.
<b>4</b>	Internship Program	From May 15, 2017 to July 21, 2017, our SEU hosted a student from Waldorf College for an internship. The intern's duties included local news content gathering, news writing, audio editing as well as prepping for and delivering newscasts. The intern was supervised by our News Director.