

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-8	2
News Director	1-8	4
Account Executive	2-8	8

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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	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : http://allaccess.com Darren Helton Manual Posting	N	2
2	On Air Announcements (one or more SEU stations) 200 N 10th St Fort Dodge, Iowa 50501 Phone : 515-955-5656 Steve Gossweiler Manual Posting	N	3
3	Website Posting (one or more SEU stations) 200 N 10th St Ft Dodge, Iowa 50501 Phone : 515-955-5656 Url : http://yourfortdodge.com Steve Gossweiler Manual Posting	N	0
4	Iowa Central Community College One Triton Cir Ft Dodge, Iowa 50501 Phone : 515-574-1910 Email : careerservices@iowacentral.edu Sara Condon	N	1
5	Iowa Workforce Development 3 Triton Circle Fort Dodge, Iowa 50501 Phone : (515) 576-3131 Url : http://www.iowaworkforce.org/ Email : Catherine.Nelson-Schoon@iwd.iowa.gov Fax : 1-515-955-1420 Cathy Nelson-Schoon	N	1
6	Alpha Media Careers Website www.alphamediausa.com/careers/	N	0
7	www.indeed.com	N	0
8	Word-of-Mouth Referral	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in Job Fairs	On March 31, 2017, our SEU participated in a job fair held at the Iowa Central Community College. Station participants included our General Manager and Director of Sales, who accepted job applications from attendees and answered questions about career paths in broadcasting.
2	Participation in other events or programs with an educational institution to further the goal of disseminating information as to career opportunities in broadcasting	Throughout the Fall semester, one of our SEU's on-air personalities taught a broadcasting course at the Iowa Central Community College. The course was designed to provide students with the skills needed to succeed in the broadcasting industry.
3	Participation in events or programs sponsored by educational institutions relating to careers in broadcasting	During the reporting period, our SEU's General Manager and Director of Sales served as members of the Broadcasting Advisory Board at Iowa Central Community College. The Board meets twice per year, once during the Fall semester and again during the Spring semester, to design the broadcasting curriculum to ensure students learn the skills needed to succeed in the broadcasting industry.
4	Participation in events or programs sponsored by community organization relating to careers in broadcasting	On December 8, 2016, our SEU's General Manager participated in a broadcasting seminar hosted by the Fort Dodge Convention and Visitors Bureau, addressing questions about radio broadcasting and advertising from a future business owners group named "Young Professionals."
5	Participation in events or programs sponsored by educational institutions relating to careers in broadcasting	On January 17, 2017, our SEU's General Manager spoke to the broadcasting class at Iowa Central Community College, addressing questions about the industry, including career paths within it.