

**WMT(AM), KOSY-FM, KMJM(AM), KXIC(AM), KKRQ(FM), KKSJ-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 – September 30, 2016**

**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>
Sales Manager / AE	1, 3, 12, 17, 22-23	17
Sales AE	1, 3, 12, 17, 22-23	23
Sales AE	1, 3, 12, 17, 22-23	17

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	<b>On-air announcements</b> ( <i>one or more SEU stations</i> )	N	1
2	<b>CedarRapidsIowaCityHelpWanted.com</b>	N	0
3	<b>Station Websites</b> ( <i>one or more SEU stations</i> )	N	1
4	<b>Cornell College</b> Student employment – Internships 600 First Street NW Mt. Vernon, IA 52314 Laura Obrycki 319-895-4457	N	0
5	<b>University of Iowa</b> Pomeranter Career Center 100 Pomerantz Center Iowa City, IA 52242 Chris Wells 319-335-1460	N	0
6	<b>Mount Mercy College</b> Communications Department 1330 Elmhurst Drive, NE Cedar Rapids, IA 52402 careers@mtmercy.edu	N	0
7	<b>Kirkwood Community College</b> Educational Services 6301 Kirkwood Blvd., SW Cedar Rapids, IA 52404 319-398-5471 careerservices@kirkwood.edu	N	0
8	<b>The Workplace Learning Connection</b> 1030 5th Avenue SE Suite 2700 Cedar Rapids, IA 52403 Sue Neal & Jennifer Ott 319-398-1040 <a href="http://www.kirkwood.edu/wplc">http://www.kirkwood.edu/wplc</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
9	<b>Cedar Rapids Gazette</b> 500 Third Avenue, SE Cedar Rapids, IA 52401 319-398-8243	N	0
10	<b>All Access</b> www.allaccess.com 28955 Pacific Coast Highway Malibu, CA 90265 Joel Denver 310-457-6616	N	0
11	<b>Iowa Broadcasters Association</b> www.iowabroadcasters.com P.O. Box 71186 Des Moines, IA 50325 515-224-7237	N	0
12	<b>iHeartMedia Careers website</b> www.iheartmedia.com	N	0
13	<b>TVandRadioJobs.com</b>	N	0
14	<b>Bravenet.com/classified</b>	N	0
15	<b>Airtalents.com</b>	N	0
16	<b>Brown College</b> Career Services Radio Broadcasting 1440 Northland Drive Mendota Heights, MN 55120 Karol Baumeister 651-905-3499 651-905-3555 (Fax) <a href="http://www.browncollege.edu/">http://www.browncollege.edu/</a>	N	0
17	<b>Word-of-Mouth Referral</b>	N	4
18	<b>University of Northern Iowa</b> 102 Gilchrist 1227 West 27th Street Cedar Falls, IA 50614	N	0
19	<b>Internal Transfer / Promotion</b>	N	0
20	<b>Iowa Workforce Development</b> 1000 East Grand Avenue Des Moines, Iowa 50319-0209 Telephone: (515) 281-5387 or (800) JOB-IOWA	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
21	<b>QCEmployme</b> Clear Channel Radio 3535 East Kimberly Road Davenport, IA 52807 Phone: 563-344-7052 Fax: 563-359-3140	N	0
22	<b>Corridor Careers.com</b> Phone 319-398-5847	N	4
23	<b>Indeed.com</b>	N	4
24	<b>Coe College</b> <b>www.coe.edu</b> Learning Commons 1220 1 <sup>st</sup> Ave Cedar Rapids, IA 52402 Judi Dirks 319-399-8844	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			14

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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 Event Sponsored By Educational Institution Relating to Career Opportunities in Broadcasting	On October 6, 2015, our WMT Morning Show Host spoke to Communications and Marketing students in Mount Mercy University’s MBA program about the broadcast industry and career opportunities in broadcasting.
<b>2</b>	Participate in Event Sponsored By Educational Institution Relating to Career Opportunities in Broadcasting	On October 22, 2015, our WMT Program Director spoke to students from the University of Iowa at an alumni and business interaction event at Linn St. Café in Iowa City about the broadcast industry and career opportunities in broadcasting.
<b>3</b>	Participate in Job Fair	On November 12, 2015, our SEU participated in a job fair at the Lund Center Tanager Place. SEU participants included our Senior Vice President of Programming, who met with attendees and discussed vacancies at iHeartMedia and career opportunities in broadcasting.
<b>4</b>	Internship Program	From July 8, 2016 to September 30, 2016, our SEU hosted an intern from the University of Iowa – Department of Speech & Communications. This individual learned about and experienced careers in broadcasting by working with our Promotions Department, attending live remotes, assisting with promotions, and interacting with listeners, under the supervision of our KOSY-FM Program Director.
<b>5</b>	Host Job Fair	On September 22, 2016, our SEU hosted a job fair and open house, which we promoted over the air and on one or more station websites. SEU participants included our WMT Program Director, who met with attendees and spoke with them about career opportunities in broadcasting.