

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Outside Account Executive	1-10, 12-22	7
Outside Account Executive	1-6, 8-16, 18-22	11

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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	Aging Resources of Central Iowa 5835 Grand Ave., Suite 106 Des Moines, Iowa 50312-1437 Phone : 515-633-9505 Email : jim.plorins@agingresources.com Jim Plorins, MS	Y	0
2	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : http://www.collegecentral.com/bvu Email : career@bvu.edu Lisa Taylor	N	0
3	Coalition of Black Students Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4110 Jan Wise Manual Posting Prong 2 Ended Date: 6/24/2020	N	0
4	Drake Broadcasting System 118 Meredith Hall Drake University Des Moines, Iowa 50311 Shari Tenney Manual Posting Prong 2 Ended Date: 6/23/2020	N	0
5	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting Prong 2 Ended Date: 6/23/2020	N	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Email : careers@eastersealsia.org Zachary Harper Fitzpatrick	Y	0
7	Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Equality Magazines.com 13351 Riverside Dr., #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Jeff Palmatier Manual Posting	N	0
9	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
11	Indeed.com - Not Directly Contacted by SEU	N	2
12	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	Y	0
13	Iowa State University 0570 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-9490 Url : http://www.iastate.edu Judy Brayton Manual Posting	N	0
14	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : jonathan.murad@iwd.iowa.gov Jonathan Murad	Y	0

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15	Iowa Workforce Development Job Bank 430 East Grand Ave Des Moines, Iowa Email : jonathan.murad@iwd.iowa.gov Jonathan Murad	Y	0
16	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
17	LinkedIn-Not directly contacted by SEU	N	1
18	Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
19	Polk County Family Enrichment Center Polk County River Place 2309 Euclid Ave Des Moines, Iowa 50310 Katy Meulhopt Manual Posting Prong 2 Ended Date: 7/6/2020	N	0
20	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.myinterfase.com/uiowa Jerry Paschal Manual Posting	N	0
21	Women's Awareness Coalition Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4117 Jan Wise Manual Posting Prong 2 Ended Date: 6/24/2020	N	0

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22	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/2/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student from Des Moines Area Community College for a job shadow. Our Program Director guided a student through our station facilities for a "behind-the-scenes" look at broadcast operations, allowed the student to follow his workday to expose him to the typical day at a broadcast station, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, and discussed internship and employment opportunities in broadcasting.	1	Program Director
2	6/1/2020	Establishment of an intern program designed to assist members of the community	Our SEU hosted an intern from Iowa State University. The intern worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. During the internship, she learned how to research and deliver agriculture stories on-air and post those deliverables on our website and social media accounts. She also had the opportunity to seek career advice and ask questions related to jobs in broadcasting. The internship was sponsored by the National Association of Farm Broadcasters."	1	Programming Director
3	7/22/2020	Participation in events sponsored by community groups	Our SEU hosted a virtual Zoom job shadow for a group of 14 members of the Iowa 4-H Foundation. Our Program Director guided students through our station facilities for a "behind-the-scenes" look at broadcast operations, guided the 4-H members through his workday to expose them to the typical day at a broadcast station, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, and discussed internship and employment opportunities in broadcasting.	1	Program Director

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4	9/24/2020	Participation in Job Fairs	Our stations, along with 50 other businesses partnered with the University of IA for their Business & Entrepreneurship Job & Internship Virtual Career Fair. Our market leaders discussed various segments of business as well as the job opportunities available at the market level.	3	President RSVPP Program Director