

KASI, KCYZ, KDRB, KDXA, KKDM, KXNO, WHO
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
iHeart Radio Account Executive	1-3, 5-11, 14-17, 19-21, 23, 25-27	20
Outside Account Executive	1-3, 5-10, 14-17, 19, 21, 23-25, 27	24
Morning Show Producer	1-10, 12-19, 21-23, 25-27	13
Outside Account Executive	1-3, 5-10, 14-17, 19, 21, 23, 25, 27	9
On-Air Talent	1-3, 5-10, 14-17, 19, 21, 23, 25, 27	10

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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 : 515-255-1310 Jim Plorins, MS Manual Posting	Y	0
2	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Url : http://www.collegecentral.com/bvu Lisa Taylor Manual Posting	N	0
3	Coalition of Black Students Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4110 Jan Wise Manual Posting	Y	0
4	Current Employee	N	1
5	Drake Broadcasting System 118 Meredith Hall Drake University Des Moines, Iowa 50311 Shari Tenney Manual Posting	Y	0
6	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	Y	0
7	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Maryann Fitzpatrick Manual Posting	Y	0
8	Equality Magazines.com 13351 Riverside Dr., #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Jeff Palmatier Manual Posting	N	0

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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	1
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	3
11	Indeed.com	N	2
12	Indeed.com - Not Directly Contacted by SEU	N	1
13	Internal Candidate	N	4
14	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	Y	0
15	Iowa State University 0570 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-9490 Url : http://www.iastate.edu Judy Brayton Manual Posting	N	0
16	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Career Services Manual Posting	Y	0
17	Iowa Workforce Development Job Bank 430 East Grand Ave Des Moines, Iowa Pat Brice Manual Posting	Y	0
18	Jobing.com - not directly contacted by SEU	N	2

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19	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Jan Wise Manual Posting	Y	0
20	Local Newspaper	N	1
21	Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
22	Phone Inquiry	N	1
23	Polk County Family Enrichment Center Polk County River Place 2309 Euclid Ave Des Moines, Iowa 50310 Katy Meulhopt Manual Posting	Y	0
24	Station Website Posting (One or More SEU Stations)	N	1
25	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
26	Unknown (source not adequately identified upon inquiry by SEU)	N	2
27	Women's Awareness Coalition Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4117 Jan Wise Manual Posting	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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	11/8/2016	Participation in other activities designed by the station employment unit	Roosevelt High School student toured the iHeart Studios to learn about broadcasting. An On-Air Host spent the morning with him.	1	On-Air Host
2	4/14/2017	Participation in other activities designed by the station employment unit	21 students from Des Moines Central Campus FFA job shadowed the WHO-AM Morning Talk show Host about careers in broadcasting.	3	On-Air Host On-Air Host Morning Show Producer
3	8/4/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Three upper management personnel took part in Inaugural MBA (Missouri Broadcasters Association) Radio Talent institute.	3	Market President Regional SVP of Programming Marketing & Promotions Director
4	9/14/2017	Participation in other activities designed by the station employment unit	An Evaluation of Behavioral Styles by Accelerate Action Coach.	10	Market President SVP of Sales Traffic Manager Finance Specialist