

**WMT(AM), KOSY-FM(FM), KMJM(AM), KXIC(AM), KKRQ(FM),
KKSJ-FM(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
Program Director - Cedar Rapids 2/1/2017	1,3,5,8,10,12,16,17,19,21,25	19
News Anchor AMD – Cedar Rapids 7/24/2017	1,3,5,8,9,12,16,19,20,21,25	19

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II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	On-air announcements (all SEU stations)	N	1
2	CedarRapidIowaCityHelpWanted.com	N	0
3	Station Websites (all SEU stations)	N	1
4	Cornell College Student employment – Internships 600 First Street NW Mt. Vernon, IA 52314 Laura Obrycki 319-895-4457	N	0
5	University of Iowa Pomerantz Career Center 100 Pomerantz Center Iowa City, IA 52242 Chris Wells 319-335-1460	Y	0
6	Mount Mercy College Communications Department 1330 Elmhurst Drive, NE Cedar Rapids, IA 52402 careers@mtmercy.edu	N	0
7	Kirkwood Community College Educational Services 6301 Kirkwood Blvd., SW Cedar Rapids, IA 52404 319-398-5471 careerservices@kirkwood.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
8	The Workplace Learning Connection 1030 5th Avenue SE Suite 2700 Cedar Rapids, IA 52403 Sue Neal & Jennifer Ott 319-398-1040 http://www.kirkwood.edu/wplc	Y	0
9	Cedar Rapids Gazette 500 Third Avenue, SE Cedar Rapids, IA 52401 319-398-8243	N	1
10	All Access www.allaccess.com 28955 Pacific Coast Highway Malibu, CA 90265 Joel Denver 310-457-6616	N	1
11	Iowa Broadcasters Association www.iowabroadcasters.com P.O. Box 71186 Des Moines, IA 50325 515-224-7237	N	0
12	Iheartmedia Career website www.iheartmedia.com	N	2
13	TVandRadioJobs.com	N	0
14	Bravenet.com/classified	N	0
15	Airtalents.com	N	0
16	Brown College Career Services Radio Broadcasting 1440 Northland Drive Mendota Heights, MN 55120 Karol Baumeister 651-905-3499 651-905-3555 (Fax) http://www.browncollege.edu/	Y	0
17	Employee Referral	N	1
18	University of Northern Iowa 102 Gilchrist 1227 West 27th Street Cedar Falls, IA 50614	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
19	Internal Transfer / Promotion	N	2
20	Iowa Workforce Development 1000 East Grand Avenue Des Moines, Iowa 50319-0209 Telephone: (515) 281-5387 or (800) JOB-IOWA	N	
21	Acquaintance Referral	N	1
22	QCEmploye Iheartradio 3535 East Kimberly Road Davenport, IA 52807 Phone: 563-344-7052 Fax: 563-359-3140	N	0
23	Corridor Careers.com Phone 319-398-5847	N	0
24	Indeed.com	N	0
25	Coe College www.coe.edu Learning Commons 1220 1 st Ave Cedar Rapids, IA 52402 Judi Dirks 319-399-8844	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Job Fair	WMT(AM) promoted & participated in a Job Fair on Nov 12, 2015 3:30pm – 5:30pm at the Lund Center Tanager Place 2309 C St Cedar Rapids. Sponsored by Tanager Place Live mentions and PSA’s leading up to event with live cut ins from event. Event supervised by SVPP .
2	Job Fair	WMT (AM) KXIC (AM) KKRQ(FM) Promoted The CorridorWorks Career Fair – Professional Edition May 16, 2017 from 4:00-7:00PM at the Kirkwood Regional Center at the University of Iowa. We promoted but did not attend due to stipulations that All positions needed to have a minimum starting wage at \$40,000.
2	Mentoring	WMT(AM) SVPP and Regional SVP worked with PT announcer from Nov 7, 2016 – March 31, 2017 training employee on show hosting, technique, news, and interviews. For possible future FT position
3	Outreach	Promoted Radio Talent Institute opportunity for interested individuals to take part in opportunity to learn from over 30 Broadcasting Professionals. Event held July 31, 2017 – Aug 9, 2017 at Northwest Missouri State Univ. Event run by Missouri Broadcasters Association 573-636-6692

3	Job Fair	WMT(AM) KKSX (FM, KOSY(FM) , KXIC (AM) and KKRQ(FM) promoted on air and on website their hosted radio job fair/open house Wednesday Sept 27, 2017 at 600 Old Marion Rd NE, Cedar Rapids from 4p-6pm. Event open to public. Event supervised by WMT Program Director & SVP Sales
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