

**KASI, KCYZ, KDRB, KDXA, KKDM, KXNO, WHO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 - September 30, 2018**

**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	1-3, 5-10, 12-17, 19-20, 22-23	17
On-Air Talent / Music Director	1-3, 5-10, 12-16, 19-20, 22-23	10
Promotions Assistant - Des Moines, IA.	1-16, 19-20, 22-23	11
Outside Account Executive	1-3, 5-10, 12-16, 19-20, 22-23	9
Morning Show Producer	1-16, 19-20, 22-24	9
Promotions/Marketing Director	1-10, 12-16, 19-20, 22-24	4
iHeart Radio Account Executive	1-3, 5-16, 19-24	11
iHeart Radio Account Executive	1-3, 5-10, 12-16, 18-20, 22-24	18

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<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	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 : <a href="http://www.collegecentral.com/bvu">http://www.collegecentral.com/bvu</a> 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	3
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 : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	4
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
11	Indeed.com	N	7
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 : <a href="http://www.iastate.edu">http://www.iastate.edu</a> Judy Brayton Manual Posting	N	0
14	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Career Services Manual Posting	Y	0
15	Iowa Workforce Development Job Bank 430 East Grand Ave Des Moines, Iowa Pat Brice Manual Posting	Y	0

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16	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Jan Wise Manual Posting	Y	0
17	Linked In	N	1
18	LinkedIn / Word of Mouth	N	1
19	Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : <a href="http://www.northwestern.edu">http://www.northwestern.edu</a> Diane Siekmann Manual Posting	N	0
20	Polk County Family Enrichment Center Polk County River Place 2309 Euclid Ave Des Moines, Iowa 50310 Katy Meulhopt Manual Posting	Y	0
21	Radio Recruitment Ad	N	1
22	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : <a href="http://www.myinterfase.com/uiowa">http://www.myinterfase.com/uiowa</a> Jerry Paschal Manual Posting	N	0
23	Women's Awareness Coalition Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4117 Jan Wise Manual Posting	Y	0
24	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/14/2017	Participation in other activities designed by the station employment unit	6-8 students from Ankeny came in to learn/explore the radio broadcasting world.	10	WHO Program Director On-Air Host On-Air Host Producer
2	11/16/2017	Participation in other activities designed by the station employment unit	A group of Ankeny students toured the facilities and visited with station personnel concerning a variety of jobs in the communications industry.	1	Program Director
3	2/19/2018	Participation in other activities designed by the station employment unit	Van Harden had a Dowling student job shadow him	1	Morning Host WHO Radio
4	2/22/2018	Establishment of an intern program designed to assist members of the community	Van & Bonnie job shadowing	1	On-Air Host
5	3/31/2018	Establishment of training programs for station personnel	Four Employees participated in a career advancement program provided by Dale Carnegie Training Programs	4	AE AE AE AE
6	7/24/2018	Participation in other activities designed by the station employment unit	SVP of Programming participates in Mandela Washington Fellowship at Drake University.	1	SVP of Programming