

**KASI, KCYZ, KDRB, KDXA, KKDM, KXNO, WHO**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - September 30, 2019**

**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
News Anchor	1-3, 5-18, 20, 22-26	13
Traffic Coordinator	1-3, 5-7, 9-12, 14-17, 19-20, 22-26	19
iHeart Radio Account Executive	1-3, 5-12, 14-17, 20, 22-26	12
Program Director KKDM-CHR	1-7, 9-11, 14-17, 20, 22-26	4
iHeart Radio Account Executive	1-3, 5-12, 14-17, 20-26	21
iHeart Radio Account Executive	1-3, 5-12, 14-17, 20-26	8
iHeart Radio Account Executive	1-3, 5-12, 14-17, 20-26	12

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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 - Transfer/Promotion	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	Employee Referral	N	3
9	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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<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>
10	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	0
11	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	0
12	Indeed.com	N	9
13	Internet Ad	N	3
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 : <a href="http://www.iastate.edu">http://www.iastate.edu</a> 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	Job Board	N	1
19	Job posting on internet	N	1

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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>
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Jan Wise Manual Posting	Y	0
21	Linked In	N	1
22	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
23	Polk County Family Enrichment Center Polk County River Place 2309 Euclid Ave Des Moines, Iowa 50310 Katy Meulhopt Manual Posting	Y	0
24	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
25	Women's Awareness Coalition Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4117 Jan Wise Manual Posting	Y	0
26	<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>19</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	2/7/2019	Participation in events or programs sponsored by educational institutions	Sarah Bogart, a DMACC student did a job shadow in the news dept.	1	Program Director
2	2/17/2019	Participation in events or programs sponsored by educational institutions	We are the sponsor of the FFA Radio Achievement Awards. We hosted about 8 students during the week and let them report daily FFA results.	1	On-Aire Talent
3	3/13/2019	Participation in other activities designed by the station employment unit	Hosted 15 students from South Hamilton Community Schools. They got to tour the studios, job shadow and ask all of their questions about broadcasting.	6	Program Director
4	4/5/2019	Participation in events sponsored by community groups	Van Harden was a guest speaker at the Indianola Rotary club	1	On-Air talent
5	4/11/2019	Participation in events or programs sponsored by educational institutions	Promotions Director speaking to ISU class about careers in broadcasting.	1	Promotions Director
6	4/25/2019	Participation in events or programs sponsored by educational institutions	A couple Grandview students came in to tour the facilities as well as job shadow the radio station to see how the job is done.	1	Program Director
7	5/20/2019	Participation in events sponsored by community groups	Van Harden was a guest speaker at the Ottumwa Rotary club	1	On-Air Talent
8	5/22/2019	Participation in other activities designed by the station employment unit	Van Meter High School students visited the station as part of their Career Day.	6	SVP of Programming Music Director, on-air personality KKDM Local sales Manager On Air Host/Production
9	8/6/2019	Participation in other activities designed by the station employment unit	Nathan Williams from Roosevelt came to job shadow our station Director. Nathan runs the audio board at his church and is interested in working in radio.	1	Program Director
10	9/20/2019	Participation in events or programs sponsored by educational institutions	Sierra Vogt from Drake University came in and observed KKDM for a couple of hours.	1	RVPP of Programming Asst Program Director
11	9/24/2019	Participation in other activities designed by the station employment unit	Hosted a "Reporter Day" tour where 10 kids from a local 4H club got to be a reporter for a day.	6	Program Director