

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
Finance Specialist	1-23	20

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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	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	0
3	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
4	DMACC 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmacc.edu Email : careers@dmacc.edu Sara Moore	N	0
5	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Email : careers@eastersealsia.org Zachary Harper Fitzpatrick	Y	0
6	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0

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7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
8	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
9	iHM Human Capital Acquisition	N	6
10	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
11	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : jonathan.murad@iwd.iowa.gov Jonathan Murad	Y	0
12	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : http://www.goicdm.org/ Email : pspikeyone@gmail.com Career Services	N	0
13	Jewish Federation of Greater DSM 33158 Ute Ave Waukee, Iowa 50263 Phone : 515-987-0899 Url : http://www.jewishdesmoines.org/index Email : info@jewishdesmoines.org Sophie Homonoff	N	0

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14	Kansas University 1450 JayHawk Blvd. Lawrence, Kansas 66045 Phone : 785-864-7400 Url : http://www.ku.edu/ Fax : 1-785-864-5318 Career Services	N	0
15	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
16	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0
17	LinkedIn - Not directly contacted by SEU	N	2
18	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	0
19	LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplasencia@aol.com Ila Plasecia	N	0
20	On-Air Announcement (One or More SEU Stations)	N	1
21	Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Email : careers@simpson.edu Ann Greubel	N	0

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22	University of Missouri 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Email : career@missouri.edu Career Services	N	0
23	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:			9

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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	10/15/2021	Participation in events or programs sponsored by educational institutions	Andrew Downs job shadowed Jason Shoute from Grand View.	1	Program director
2	1/1/2022	Participation in scholarship programs	Station is sponsor of Scholarship Program in the name of a former Station Farm Broadcaster. Fifteen full ride tuition scholarships are awarded to FFA Members from High School to attend Des Moines Area Community College. Station participates financially in the scholarship, assists in the selection process, and promotes the scholarship with on air announcements in Agricultural programming on the station.	1	Market president
3	6/1/2022	Establishment of an intern program designed to assist members of the community	Paid Internship for Jennifer Holliday that Bob Quinn Supervised. Jennifer Holliday is a student at Iowa State University studying Ag Communications. She comes from a farming background here in the state of Iowa. The National Association of Farm Broadcasting offers a number of \$3000 scholarships to students in Ag Communications nationwide. We-- meaning the WHO Radio Farm department are NAFB Members....and we administer the scholarship program by taking the student on as an intern for the Summer. Jennifer was a member of the farm ream this past summer...she learned farm broadcasting....wrote Ag news stories...reported farm markets on air...and recorded interviews as assigned. We posted the opportunity with the Iowa State FFA office--which has contact with 254 high schools and covers 18,600 students. We interviewed 4 students and recommended Jennifer for the Scholarship.	1	Program director
4	6/10/2022	Participation in events or programs sponsored by educational institutions	Andrew Downs job shadowed Cade Lehtinen from Waukee High School.	1	Program director

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III. RECRUITMENT INITIATIVES

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5	6/16/2022	Participation in other activities designed by the station employment unit	EEO for Broadcasters– 2022 David Oxenford Wilkinson Barker Knauer, LLP doxenford@wbklaw.com Station Manager participated in the seminar sponsored by Washington D.C. Communications Law Attorney, David Oxenford covering EEO	1	Program director
6	8/11/2022	Establishment of an intern program designed to assist members of the community	At the Fair we had four students representing 2 4-H chapters and 2 students from Iowa FFA that received a paid internships sponsored by two groups. These students worked with the Farm broadcasters to write, produce and deliver on air radio broadcasts of events around agriculture at the Iowa State Fair. It was designed to give students hands on experience in broadcasting and was partially sponsored by the Iowa Department of Education in cooperation with Iowa 4-H and Iowa FFA. FFA Advisors recommend the students...we have them during the Iowa State Fair. They help produce—gather guests and interviews—for the BigShow...that's the 2 hour Ag based radio program that airs on WHO and WMT radio in Iowa. They also compile, and report on air, the results of the livestock shows that are held during the 4-H and FFA shows. Their hours are figured at a rate of \$15/hr. The scholarships are funded through Titan Tire Company.	1	Dj announcer
7	9/16/2022	Provision of training to management	In September 2022, our SEU's SVP of programming took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	SVP of programming