

KKRQ, KKSJ-FM, KMJM, KOSY-FM, KXIC, WMT
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
Broadcast & Digital Marketing Consultant	1-5, 8-14, 16-17	12
Program Director for WMT-AM/KXIC-AM	1-11, 14-17	6

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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	Cornell College Career and Civic Engagement Center 600 1st St SW Mt. Vernon, Iowa 52314 Phone : (319) 895-4574 Url : http://www.cornellcollege.edu/ Email : career@cornellcollege.edu Laura Obrycki	N	0
2	Employee Referral	N	2
3	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
4	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	1
5	Indeed.com - Not directly contacted by SEU	N	2
6	Internal Posting	N	4
7	Internet Ad - Not directly contacted by SEU	N	3
8	Kirkwood Community College 115 Iowa Hall 6301 Kirkwood Blvd. SW Cedar Rapids, Iowa 52496 Url : www.kirkwood.edu/jobs Email : careerservices@kirkwood.edu Career Services	N	0
9	LinkedIn - Not directly contacted by SEU	N	3
10	Mount Mercy College Communications Dept 1330 Elmhurst Dr. NE Cedar Rapids, Iowa 52404 Phone : 319-368-6463 Url : https://www.mtmercy.edu/ Email : kgarvin@mtmercy.edu Fax : 1-319-363-0893 Cheryl Redd	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	NAACP 1134 9th St. SE Cedar Rapids, Iowa 52401 Phone : 319-365-9482 Url : https://www.naACP.org/contact-us/ Email : members@naACPnet.org Career Services	N	0
12	Non-Employee Referral	N	1
13	On-Air Announcements - (one or more SEU stations) , Iowa Career Services Manual Posting	N	0
14	University of Iowa Pomerantz Career Center 100 Pomerantz Center Iowa City, Iowa 52242 Phone : 319/335-1460 Url : www.uiowa.edu/financial-aid/employers Email : careercenter@uiowa.edu Fax : 1-319-335-3060 Chris Wells	N	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	3
16	Workplace Learning Connection 1030 5th Ave SE Suite 2700 Cedar Rapids, Iowa 52403 Phone : 319-398-4833 Url : http://www.kirkwood.edu/wplc Email : ann.brendes@kirkwood.edu Ann Brendes	N	0
17	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:			19

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2022	Participation in events or programs sponsored by educational institutions	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
2	9/2/2022	Participation in Job Fairs	FryFest – 600 WMT had a booth at Iowa’s Largest Hawkeye Trade Show on 9/2/22. The station broadcasted live and employees had flyers out promoting an entry level Board Op / Producer position. Market President, was on site from 10am – 2pm to personally speak with interested parties. Event had 1000’s attend, a dozen potential hires took flyers, Luke personally spoke to 3 of them.	1	Market president

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3	9/4/2022	Participation in Job Fairs	Coralville Pride Festival – Took place on 9/4/22. iHeartMedia Cedar Rapids was a media sponsor and had a table set up from 11am – 3pm. Advertised an open entry level position for a Board Op / Producer. Market President, was on site all 4 hours. Spoke to potential candidates about iHeart’s diversity inclusion. Event had 250+ attendees, 15 flyers were handed out, and Luke spoke to 5 different candidates and encouraged them to apply online.	1	Market president
4	9/8/2022	Participation in Job Fairs	Held from 3pm-6pm at the Lindale Mall. We had a table amongst about 20 other employers. Event had about 200 job seekers attend. Market President, Luke Burch was on site for all of it and spoke with over 20 different prospects for a board operator position.	1	Market president
5	9/9/2022	Provision of training to management	In September 2022, our SEU’s Market President 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	Market president
6	9/17/2022	Participation in Job Fairs	Scheduled from 7am-Noon. iHeart Employees worked a booth with flyers promoting the open Board Operator position and encouraged those looking for a career in broadcasting to visit iHeart’s career page. Event drew over 2000 people, but was shut down early due to weather at 10:30am. 24 flyers were distributed. Luke Burch, Market President attended.	1	Market president

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7	9/27/2022	Provision of training to management	On September 27, 2022 our SEU's Market President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Market president
8	9/27/2022	Provision of training to management	On September 27, 2022 our SEU's Market President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Market president
9	9/27/2022	Provision of training to management	On September 27, 2022 our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market president