

KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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 Sales Account Executive	1-9, 11-18, 20-28	16
Program Director - WHO-AM/Des Moines	1-5, 7-9, 11-21, 23-25, 27	19
Outside Account Executive	2-5, 7-9, 11-18, 20-21, 23-27	26
Outside Account Executive	3-4, 7-11, 16, 18, 20-21, 23-25, 27	10

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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 Prong 2 Ended Date: 11/18/2025	N	0
2	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : http://www.collegecentral.com/bvu Email : career@bv.edu Lisa Taylor	N	0
3	Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmac.edu Sara Moore Manual Posting	N	0
4	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	N	0
5	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0
6	Glassdoor - Not directly contacted by SEU	N	1
7	Grandview University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-6063 Url : http://www.gvc.edu/ unknown unknown Manual Posting	N	0

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8	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
9	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
10	iHM Human Capital Acquisition	N	1
11	Iowa Broadcasters Association 102 N. 2nd Avenue E PMB 1009 Newton , Iowa 50208 Phone : 515-224-7237 Email : info@iowabroadcasters.com Gail Summerville	Y	0
12	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann Prong 2 Ended Date: 1/8/2026	N	0
13	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
14	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	N	0

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15	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0
16	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	10
17	LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : irplascencia@aol.com Ila Plascencia	N	0
18	Northwestern University 620 Lincoln Evanston, Illinois 60208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
19	Re-hire (former full-time employee)	N	1
20	Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
21	Southern Illinois University 1263 Lincoln Dr. Carbondale, Illinois Career Services Manual Posting	N	0
22	Station Website Posting (navigation link to corporate careers website)	N	1

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23	University of Illinois - Urbana-Champaign 715 S Wright St Champaign, Illinois Career Services Manual Posting	N	0
24	University of Minnesota 222 Pleasant St SE Minneapolis, Minnesota Phone : 612-624-7577 Career Services Manual Posting	N	0
25	University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.journalism.missouri.edu/careers Career Services Manual Posting	N	0
26	Unknown (source not adequately identified upon inquiry by SEU)	N	5
27	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
28	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/21/2026	Establishment of an intern program designed to assist members of the community	From May 21, 2026, to present our SEU participated in and supported the National Association of Farm Broadcasting (NAFB) Internship Program, a structured internship for college students pursuing degrees in agricultural communications, agricultural broadcasting, or related fields. The internship provided approximately 250 hours of hands-on experience over a ten-week period. Through training, mentorship, and practical experience, the intern gained exposure to broadcast programming, content development, digital media, social media engagement, event coverage, and agricultural communications. The intern produced weekly segments for the Saturday Morning Farm Program, assisted with scheduling broadcast content, contributed to the Big Show State Fair Coverage, and created daily videos and photographs for the station's digital and social media platforms. The intern also attended Good Farm Neighbor events, supporting outreach efforts and social media coverage while gaining firsthand experience in community engagement. The program provided valuable networking opportunities and exposure to broadcast professionals, helping prepare the intern for a career in agricultural broadcasting and communications. iHeartMedia participants included our Market President, Farm Director/On-Air Talent, and Farm Director/On-Air Online Talent.	3	Market President Farm Director/On-Air Talent Farm Director/On-Air and OnlineTalent

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2	8/13/2026	Hosting of Job Fair	On August 13, 2026, our SEU sponsored and hosted a public Job Fair to promote employment opportunities in the broadcasting and media industry. The event was promoted on-air and included Group C Digital. Attendees had the opportunity to meet with the Market President, Program Director, and On-Air Talent, who discussed careers at iHeartMedia, broadcasting industry opportunities, and potential career paths in media. Station representatives provided information about current employment opportunities, explained the online application process, distributed station materials, and answered questions from attendees regarding careers in broadcasting. Participants were also provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	3	Market President Program Director Farm Director/On-Air Talent

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3	9/9/2026	Hosting of Job Fair	On September 9, 2026, our SEU sponsored and hosted a public Job Fair to promote employment opportunities in the broadcasting and media industry. The event was promoted on-air and featured participation from Group C Digital and the Baker Group. Attendees had the opportunity to meet with the Market President, Program Director, and Farm Director/On-Air Talent, who discussed career opportunities at iHeartMedia, various career paths within the broadcasting and media industries, and their own professional experiences. Station representatives provided information regarding current employment opportunities, explained iHeartMedia's online application process, distributed company and station materials, and answered questions about careers in broadcasting, programming, sales, marketing, promotions, and on-air talent positions. Attendees were encouraged to explore available positions and were provided with a QR code linking directly to www.iHeartMedia.com/Careers for access to current job openings and additional employment information. The event served as an opportunity for members of the community to learn about careers in media and connect directly with industry professionals.	3	Market President Program Director Farm Director/On-Air Talent