

KGRN(AM), KRTI(FM), KCOB(AM), KCOB-FM
EEO PUBLIC FILE REPORT
October 1, 2022-September 30, 2023

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
Account Executive	1-6	1

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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	Alpha Media Careers Website www.alphamediausa.com/careers	N	2
2	Indeed (automated posting from Alpha Media careers website) https://www.indeed.com/	N	1
3	Iowa Broadcasters Association info@iowabroadcasters.com Gail Summerville 515-224-7237	N	1
4	Des Moines Area Community College Newton http://go.dmacc.edu/newton 641-791-3622	N	0
5	Grinnell College CAREER@grinnell.edu Stephanie Christel 641-269-4247	N	0
6	University of Northern Iowa careerservices@uni.edu Natalie Earnest 319-273-6857	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship program	From Oct 10, 2022 through November 18, 2022, our SEU provided an internship for a Grinnell High School student. The student, supervised by our Content Director and Sports Director, was able to observe and assist with voice tracking, website content gathering and posting, sports stories and attending high school football broadcasts.
2	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	From April 3 through May 12, 2023, our Content Director mentored four Grinnell High School seniors whose Senior Capstone project was about Podcasting. Our Content Director met with the students weekly during the term, advising them on show structure, topics, guest suggestions and formats. Our Content Director was also the guest on their final show.
3	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On Friday, June 23, 2023, our Content Director was job-shadowed by a Newton High School student that is interested in a radio career. Our Content Director spoke to him regarding the industry, what his job responsibilities entail and how he became interested in the profession. The job shadow was for a media class requiring the student to visit a radio station to learn about the on-air and behind the scenes responsibilities.
4	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On Monday, August 21, 2023 our Sports Director was shadowed by a Montezuma High School student planning on attending Upper Iowa University and major in sports broadcasting. This student also interviewed the school cross-country coach and edited it for airing on the radio station.
5	Provision of training to management	On Friday, September 15, 2023, our Market Manager took part in an EEO webinar hosted by Joan Stewart of Wiley Rein LLP. Training was on compliance requirements in recruitment, recordkeeping and reporting for the public file.