

KGRN(AM), KRTI(FM), KCOB(AM), KCOB-FM
EEO PUBLIC FILE REPORT
October 1, 2020-September 30, 2021¹

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 Hires
Account Executive	1-10, 11	1
Content Director	1-10	1

¹ This report was revised in May 2023 to address reporting discrepancies.

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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	0
3	Iowa Broadcasters Association http://iowabroadcasters.com iowaiba@dwx.com 515-224-7237	N	0
4	Des Moines Area Community College-Newton http://go.dmacc.edu/newton Julie Van Cleave javancleave@dmacc.edu 641-791-3622	N	1
5	Grinnell College http://www.grinnell.edu/cls Sue Barnes 641-269-4247	N	0
6	University of Northern Iowa Career Services https://uni-csm.simplicity.com/employers Sara Smith sara.smith@uni.edu 319-273-2746	N	0
7	Goodwill Career Connection Center-Newton Mary Beth Lawson marybethl@dmgoodwill.org 641-791-0424	N	0
8	All Access Joel Denver Jdenver@allaccess.com (310) 457-6616	N	0
9	MyIowaInfo.com (station website)	N	0
10	Word-of-Mouth Referral	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Job Fairs (<i>see Sec. III</i>)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship program	From April 5 to May 14, 2021, our SEU provided a 40-hour internship for a local 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, sports stories and audio editing.
2	Participate in job fair	On July 8, 2021, our SEU participated in a job fair hosted at the Des Moines Area Community College's Newton campus. Our SEU helped promote this event in the local community and participated as a local employer, setting up a booth to collect resumes from attendees and discuss career opportunities in broadcasting. Station participants included our SEU's General Manager.
3	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On August 2, 2021, our SEU participated in the 1 st Annual iJAG (Iowa Jobs for America's Graduate Business Alliance) at WEST Academy in Newton. WEST serves 70 to 100 students that may not otherwise succeed in the traditional high school setting by offering smaller classes and more one-on-one support, resulting in a 98% graduation rate. This event introduced the iJAG program designed to help identify and actively recruit a future workforce.
4	Host an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	August 3, 2021, our Content Director hosted a program at The Newton Rotary Club. He spoke about the importance of local radio to its community. Keeping listeners informed of day-to-day events as well as during times of inclement weather and even natural disasters such as the 2020 Deracho. He also played samples of our local interview programs that address the needs of charitable and community organizations.

5	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On Friday, September 10, 2021, our Production Director was interviewed by a St. Ambrose college student that is interested in a radio career. Joe spoke to him regarding the industry, what his job responsibilities entail and how he became interested in the profession. The interview was for a media class in which the student has to work on their dialogue skills. The college student will interview Joe again next month to apply skills he has learned in class. Both interviews are being recorded for the course instructor to review and gauge improvement.
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