

KASI(AM) & KCCQ(FM)
EEO PUBLIC FILE REPORT
October 1, 2011 – September 30, 2012

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
No job openings were posted and filled during this reporting period.		

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

As noted in Section 1, no job openings were posted and filled during this reporting period.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program – Fall 2011	From September 2011 through December 2011, our SEU hosted two interns from Iowa State University. These interns learned about and experienced careers in broadcasting by working with our sales department under the supervision of our Station Manager and Sales Manager.
2	Internship Program – Spring 2012	From January 2012 through May 2012, our SEU hosted two interns from Iowa State University. One of the interns learned about and experienced careers in broadcasting by working with our news and sports departments under the supervision of our News Directors and our Sports Director. The other intern worked with our sales department under the supervision of our Station Manager and Sales Manager.
3	Internship Program – Summer 2012	From June 2012 through August 2012, our SEU hosted an intern from Iowa State University. This intern learned about and experienced careers in broadcasting by working with our sales department under the supervision of our Station Manager and Sales Manager.
4	Participate in programs sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting	On February 23, 2012, our Program Director spoke to students at Ames Middle School and assisted with a project where students learned about broadcast careers by writing and producing public service announcements.
5	Participate in event/program sponsored by community organization relating to career opportunities in broadcasting	On March 23, 2012, our Program Director spoke about career opportunities in broadcasting at a fundraising event for Big Brothers/Big Sisters of Central Iowa.
6	Participate in programs sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting	On April 28, 2012, our SEU participated in a skills development program for local students at the 2012 Iowa Broadcast News Association’s annual convention in Coralville, Iowa. Station participants included our News Director, who critiqued student tapes and discussed career opportunities with interested participants.
7	Mentoring Program	Our SEU operates an ongoing mentoring program for account executives. Our Training Manager meets with all new account executives at least once per month to provide career guidance in sales, marketing and management.