

**KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Finance Specialist	1-22	19

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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	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	Y	0
2	All Access.com Website 24955 Pacific Coast Hwy. Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Jon Denver	N	0
3	Buena Vista University 610 West 4th Street Storm Lake, Iowa 50588 Phone : 1800-3832821ext.2440 Url : <a href="http://www.collegecentral.com/bvu">http://www.collegecentral.com/bvu</a> Email : career@bvu.edu Lisa Taylor	N	0
4	Des Moines Area Community College 2006 S. Ankeny Blvd., Bld. #1 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : <a href="https://go.dmacc.edu">https://go.dmacc.edu</a> Sara Moore Manual Posting	N	0
5	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting	Y	0
6	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0

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7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHM Human Capital Acquisition	N	6
10	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : <a href="mailto:info@iowabroadcasters.com">info@iowabroadcasters.com</a> Career Services	Y	0
11	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : <a href="mailto:andrea.mann@iwd.iowa.gov">andrea.mann@iwd.iowa.gov</a> Andrea Mann	Y	0
12	Islamic Center of Des Moines 6201 Franklin Avenue Des Moines, Iowa 50322 Phone : 515-255-0212 Url : <a href="http://www.goicdm.org/">http://www.goicdm.org/</a> Email : <a href="mailto:pspikeyone@gmail.com">pspikeyone@gmail.com</a> Career Services	N	0
13	Jewish Federation of Greater DSM 33158 Ute Ave Waukee, Iowa 50263 Phone : 515-987-0899 Url : <a href="http://www.jewishdesmoines.org/index">http://www.jewishdesmoines.org/index</a> Email : <a href="mailto:info@jewishdesmoines.org">info@jewishdesmoines.org</a> Sophie Homonoff	N	0

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14	Kansas University 1450 JayHawk Blvd. Lawrence, Kansas 66045 Phone : 785-864-7400 Url : <a href="http://www.ku.edu/">http://www.ku.edu/</a> Fax : 1-785-864-5318 Career Services	N	0
15	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : <a href="mailto:lfl@drake.edu">lfl@drake.edu</a> Thalia Anguiano	Y	0
16	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : <a href="mailto:Info@latinosunidosofiowa.org">Info@latinosunidosofiowa.org</a> Lena Robinson	N	0
17	LinkedIn – automatically posted from <a href="http://iHeartMediaCareers.com">iHeartMediaCareers.com</a> 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	2
18	LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : <a href="mailto:irplasencia@aol.com">irplasencia@aol.com</a> Ila Plasecia	N	0
19	On-Air Announcement (One or More SEU Stations)	N	1
20	Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0

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21	University of Missouri - Columbia 105 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-0373 Url : <a href="http://www.journalism.missouri.edu/careers">http://www.journalism.missouri.edu/careers</a> Career Services Manual Posting	N	0
22	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/15/2021	Participation in events or programs sponsored by educational institutions	A student from Grand View participated in a job shadow program. The student shadowed our Program Director and learned about his day-to-day duties at our stations. The student also had the opportunity to ask questions about our Program Director's career path and about careers in broadcasting generally.	1	Program director
2	1/1/2022	Participation in scholarship programs	Our SEU sponsors a scholarship program for local members of the Future Farmers of America. As part of our sponsorship, we contribute financially to the scholarship, assist in the selection process, and broadcast on-air announcements to promote the scholarship. Fifteen full-ride scholarships were awarded to attend Des Moines Area Community College.	1	Market president
3	6/1/2022	Establishment of an intern program designed to assist members of the community	Our SEU hosted an internship for a student for Iowa State University studying Agriculture Communications. During her internship, the student served as a member of our farm team where she wrote agriculture-focused stories, reported on-air from farm markers, and recorded interviewees. The student was supervised by our Program Director.	1	Program director
4	6/10/2022	Participation in events or programs sponsored by educational institutions	A student from Waukee High School participated in a job shadow program. The student shadowed our Program Director and learned about his day-to-day duties at our stations. The student also have the opportunity to ask questions about our Program Director's career path and about careers in broadcasting generally.	1	Program director
5	6/16/2022	Provision of training to management	Our Station Manager attended a presentation by FCC counsel entitled "EEO for Broadcasters." The presentation discussed the FCC's EEO rules and best practices for compliance.	1	Station Manager

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	8/11/2022	Establishment of an intern program designed to assist members of the community	Our SEU hosted an internship for four students representing two local 4-H chapters. The students worked with farm broadcasters to write, produce, and deliver on-air broadcasts of agricultural events at the Iowa State Fair. The students also compiled the results of livestock shows held during the fair and reported them on-air. The students were supervised by on-air staff.	1	On-Air Staff
7	9/16/2022	Provision of training to management	In September 2022, our SEU's SVP of programming 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	SVP of programming