

**KASI, KCYZ, KDRB, KKDM, KXNO, KXNO-FM, WHO**  
**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
Outside Account Executive	1-12, 16-23, 25-28, 30	8
Account Executive	1, 6, 8, 11-12, 16-17, 20, 22, 30	8
Farm Director - WHO-AM	1, 5-6, 8-12, 16-17, 20, 22, 25, 27, 30	8
iHeartMedia, Multi-Market SVPP	1, 5-6, 8-12, 16-17, 20, 22, 25, 27, 30	12
Board Operator	1-4, 6-7, 11-13, 16-23, 26, 28-30	22
Morning Show Producer/Midday Personality (Full Time)	1, 6, 8, 11-12, 14, 16-17, 20, 22, 29-30	8
On-Air Personality (Full-time)	1, 6, 8, 11-13, 15-17, 20, 22, 24, 29-30	8

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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 : <a href="mailto:career@bvu.edu">career@bvu.edu</a> 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	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	N	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Zachary Harper Fitzpatrick Manual Posting  Prong 2 Ended Date: 8/1/2023	N	0

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7	El Enforce 311 10th Ave. Perry, Iowa 50220 Phone : 515-465-2877 Email : elenfoque@aol.com Mario Moralies	N	0
8	Employee Referral	N	9
9	Grandview University 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-6063 Url : <a href="http://www.gvc.edu/">http://www.gvc.edu/</a> unknown unknown Manual Posting	N	0
10	Hamilton College 4655 121st Street Urbandale, Iowa 50323 Phone : 515-727-6844 Url : <a href="http://portal.kaplanuniversity.edu/pages/micropory">http://portal.kaplanuniversity.edu/pages/micropory</a> Email : lgelhaar@hamiltonia.edu Lori Gelhaar	N	0
11	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
12	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	3
13	Indeed.com - Not directly contacted by SEU	N	2
14	Internal Candidate	N	1
15	Internal Posting	N	1

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16	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : info@iowabroadcasters.com Career Services	Y	0
17	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : andrea.mann@iwd.iowa.gov Andrea Mann	Y	0
18	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
19	Kansas University 1450 JayHawk Blvd. Lawrence, Kansas 66045 Phone : 785-864-7400 Url : http://www.ku.edu/ Fax : 1-785-864-5318 Career Services	N	0
20	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
21	Latinos Unidos of Iowa 4119 27th Street Des Moines, Iowa 50310 Phone : 515-279-6840 Email : Info@latinosunidosofiowa.org Lena Robinson	N	0

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22	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career%20Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	5
23	LULAC Council 306 962 40th Street West Des Moines, Iowa 50265 Phone : 515-225-6865 Email : <a href="mailto:irplascencia@aol.com">irplascencia@aol.com</a> Ila Plascencia	N	0
24	Non-Employee Referral	N	1
25	Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : <a href="http://www.northwestern.edu">http://www.northwestern.edu</a> Diane Siekmann Manual Posting	N	0
26	Simpson College 701 n. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Ann Greubel Manual Posting	N	0
27	University of Illinois Urbana-Champaign 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : <a href="http://www.myinterfase.com/uiowa">http://www.myinterfase.com/uiowa</a> Jerry Paschal Manual Posting	N	0

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28	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
29	Unknown (source not adequately identified upon inquiry by SEU)	N	3
30	<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>25</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	4/7/2023	Participation in events or programs sponsored by educational institutions	On April 7, 2023, our SEU's General Manager and Program Director met with a student from Mills County High School to discuss promotions positions within the broadcast industry and the skill sets necessary to work in promotions.	1	Program Director
2	5/8/2023	Participation in events or programs sponsored by educational institutions	May 8-10, 2023, our SEU participated in a multi-day learning opportunity for a student from Simpson College. As part of the program, our News Director met with the student to discuss news and talk show programming in the radio industry and the skill sets necessary to work in radio. The student then shadowed various on-air staff to learn about news preparation and delivery, story generation, and interviewing strategies.	1	News Director
3	8/16/2023	Provision of training to management	In August, 2023, our SEU's Program Director took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized how a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Program Director
4	8/16/2023	Provision of training to management	On August, 2023 our SEU's Program Director took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Program Director
5	8/17/2023	Provision of training to management	On August, 2023, our SEU's Program Director took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Program Director

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6	8/17/2023	Provision of training to management	On August, 2023, our SEU's Program Director took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Program Director