

**KASI, KCYZ, KDRB, KDXA, KKDM, KXNO, WHO****EEO PUBLIC FILE REPORT****October 1, 2018 - September 30, 2019****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>
News Anchor	1-12, 14-18, 20-25	23
Traffic Coordinator	1-6, 8, 10-12, 14-18, 20-22, 24-25	12
iHeart Radio Account Executive	1-8, 10-12, 14-18, 20-22, 24-25	12
Program Director KKDM-CHR	1-6, 8, 10-11, 13-18, 20-22, 24-25	13
iHeart Radio Account Executive	1-8, 10-12, 14-22, 24-25	19
iHeart Radio Account Executive	1-8, 10-12, 14-22, 24-25	7
iHeart Radio Account Executive	1-8, 10-12, 14-22, 24-25	12

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	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
3	Coalition of Black Students Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4110 Jan Wise Manual Posting	Y	0
4	Drake Broadcasting System 118 Meredith Hall Drake University Des Moines, Iowa 50311 Shari Tenney Manual Posting	Y	0
5	Drake University Career Center 2507 University Ave Des Moines, Iowa 50311 Kathy Barnett Manual Posting	Y	0
6	Easter Seals Iowa 2920 30th St Des Moines, Iowa 50310 Phone : 515-289-1933 Email : careers@eastersealsia.org Zachary Harper Fitzpatrick	Y	0
7	Employee Referral	N	3
8	Equality Magazines.com 13351 Riverside Dr., #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Jeff Palmatier Manual Posting	N	0

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9	Glassdoor-Not directly contacted by SEU	N	1
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
11	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
12	Indeed.com - Not Directly Contacted by SEU	N	10
13	Internal Transfer/Promotion	N	1
14	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	Y	0
15	Iowa State University 0570 Beardshear Hall Ames, Iowa 50011 Phone : 515-294-9490 Url : <a href="http://www.iastate.edu">http://www.iastate.edu</a> Judy Brayton Manual Posting	N	0
16	Iowa Workforce Development Center Ames Office 122 Kellogg Ave Ames, Iowa Email : <a href="mailto:jonathan.murad@iwd.iowa.gov">jonathan.murad@iwd.iowa.gov</a> Jonathan Murad	Y	0
17	Iowa Workforce Development Job Bank 430 East Grand Ave Des Moines, Iowa Email : <a href="mailto:jonathan.murad@iwd.iowa.gov">jonathan.murad@iwd.iowa.gov</a> Jonathan Murad	Y	0

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18	LaFuerza Latina Drake University 2507 University Ave Des Moines, Iowa 50311 Email : lfl@drake.edu Thalia Anguiano	Y	0
19	LinkedIn-Not directly contacted by SEU	N	1
20	Northwestern University 620 Lincoln Evanston, Iowa 50208 Phone : 847-491-5785 Url : http://www.northwestern.edu Diane Siekmann Manual Posting	N	0
21	Polk County Family Enrichment Center Polk County River Place 2309 Euclid Ave Des Moines, Iowa 50310 Katy Meulhopt Manual Posting	Y	0
22	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.myinterfase.com/uiowa Jerry Paschal Manual Posting	N	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	3
24	Women's Awareness Coalition Drake University 2507 University Ave Des Moines, Iowa 50311 Phone : 515-271-4117 Jan Wise Manual Posting	Y	0
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</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	2/7/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a DMACC student for a job shadow in the news dept.	1	Program Director
2	2/17/2019	Participation in events or programs sponsored by educational institutions	Our SEU featured students on WHO's noon agribusiness show called The Big Show. They participated on air as well as behind the scenes. WHO is a sponsor of the FFA Radio Achievement Awards.	1	On-Air Talent
3	3/13/2019	Participation in events or programs sponsored by educational institutions	Hosted 15 students from South Hamilton Community Schools. They got to tour the studios, job shadow and ask all of their questions about broadcasting.	1	Program Director
4	4/5/2019	Participation in events sponsored by community groups	Our SEU's On Air Talent spoke at Rotary Clubs across Iowa about his radio career as well as possible on-air and off-air career opportunities in broadcasting in general and with iHeartMedia specifically.	1	On-Air Talent
5	4/11/2019	Participation in events or programs sponsored by educational institutions	Promotions Director spoke to ISU class about careers in broadcasting.	1	Promotions Director
6	4/25/2019	Participation in events or programs sponsored by educational institutions	A couple Grandview students came in to tour the facilities as well as job shadow the radio station to see how the job is done.	1	Program Director
7	5/20/2019	Participation in events sponsored by community groups	Our SEU's On Air Talent spoke at Rotary Clubs across Iowa about his radio career as well as possible on-air and off-air career opportunities in broadcasting in general and with iHeartMedia specifically.	1	On-Air Talent
8	5/22/2019	Participation in events or programs sponsored by educational institutions	Van Meter High School students visited the station as part of their Career Day.	4	SVP of Programming Music Director, on-air personality KKDM Local sales Manager On Air Host/Production
9	8/6/2019	Participation in events or programs sponsored by educational institutions	A student from Roosevelt High School came to job shadow our SEU's program director.	1	Program Director

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10	9/20/2019	Participation in events or programs sponsored by educational institutions	A student from Drake University came in to observe KKDM station operations.	2	RVPP of Programming Asst Program Director
11	9/24/2019	Participation in events sponsored by community groups	Hosted a "Reporter Day" tour where 10 members of a local 4H club got to be a reporter for a day.	1	Program Director