

KAYL-AM, KAYL-FM, KKIA-FM
EEO PUBLIC FILE REPORT
October 1, 2014 - September 30, 2015

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
Account Executive	1-8	3
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Career Services Manual Posting	N	0
2	Buena Vista University PO 2975 Storm Lake, Iowa 50588 Phone : 712-749-2441 Url : www.bvu.edu Email : stoccoj@bv.edu Fax : 1-712-749-2037 Jeff Stocco	N	0
3	Employee Referral	N	2
4	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7234 Email : iowaiba@dw.com Fax : 1-515-224-6560 Sue Toma	N	0
5	Iowa Workforce Development 824 Flindt Drive Storm Lake, Iowa 50588 Phone : 712-732-1576 Velia Caceres Manual Posting	N	0
6	KAYL / KKIA Radio 910 Flidnt Dr Storm Lake, Iowa 50588 Phone : 712-732-3520 Buzz Paterson Manual Posting	N	0
7	On Air Recruitment Ad	N	1
8	Storm Lake United 119 W 6th St Storm Lake, Iowa 50588 Phone : 712-732-3780 Email : kristi@stormlakeunited.com Kristi Davis	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/19/2015	Establishment of a mentoring program	Two Newell-Fonda students interned Storm Lake Radio during the month of January. They learned how to write, create, and edit radio scripts, shadow an AE during a client visit, learn the accounting side of radio, as well as what is all entailed with on-air staff. They learned quickly and left confident knowing they wanted to major in a radio field.	6	On-Air Personality On-Air Personality On-Air Personality On-Air Personality
2	1/24/2015	Participation in scholarship programs	The International Broadcasters' Idea Bank (IBIB) is offering a \$10,000 scholarship to sophomore and higher in college with a degree leading in to radio broadcasting or song writing. Storm Lake Radio, a member of IBIB, is wanting to give one college student a chance to this scholarship.	1	
3	6/25/2015	Provision of training to management	Managing the Workplace meeting was held to discuss employer practices for hiring an employee, employer practices during employment, and terminations.	1	General Manager
4	7/16/2015	Provision of training to management	Corporate meeting with all locations to discuss the EEO process as well as Interviewing 101 Tips and Managing the Workplace being discussed.	2	General Manager Office Manager