

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News Director	1, 2, 5, 6, 7	7
Account Executive	2, 5, 6, 7	7
Account Executive	2, 5, 6, 7	2

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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	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : http://allaccess.com Darren Helton	N	0
2	On Air Announcements (<i>one or more SEU stations</i>)	N	1
3	SEU Social Media Outreach	N	0
4	Iowa Workforce Development 3 Triton Circle Fort Dodge, Iowa 50501 Phone : (515) 576-3131 Url: http://www.iowaworkforce.org/ Email: Catherine.Nelson-Schoon@iwd.iowa.gov Fax: 1-515-955-1420 Cathy Nelson-Schoon	N	0
5	Alpha Media Careers Website www.alphamediausa.com/careers/	N	0
6	www.indeed.com	N	0
7	Word-of-Mouth Referral	N	3
8	Iowa Central Community College Recruiter	N	0
9	Sportscasters Talent Agency of America	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	On December 9, 2021, our SEU participated in a Leadership Fort Dodge Media Day located at Iowa Central Community College. During the meeting, the Market Manager discussed what jobs are available in the broadcast industry and specific Alpha Media Openings. We also discussed options that are available to young adults in finding and pursuing jobs in Iowa.
2	EEO Management Training	On June 16, 2022, our Market Manager participated in the Iowa Broadcasters Association Employment Law Webinar. The webinar covered several HR topics, including non-discrimination laws and practices, best practices for pandemic related HR issues and the FCC’s EEO rules and expectations.
3	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	During the reporting period, our SEU’s Market Manager and Operations Manager served as members of the Broadcasting Advisory Board at Iowa Central Community College. The Board meets twice per year, once during the Fall semester and again during the Spring semester, to design the broadcasting curriculum to ensure students learn the skills needed to succeed in the broadcasting industry.
4	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	Between June 1 and August 30 th 2022 Alpha Media of Fort Dodge had 2 unpaid and 1 paid intern that completed their coursework through Iowa Central by participating in on-the-job training in all facets of the broadcast industry. The paid internship was conducted in partnership with the National Association of Farm Broadcasters.