

**KUOO, KUQQ**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Media Specialist	1-4, 7, 11-12	3
On Air Morning Personality, AM Drive	1-2, 4, 7-8, 10-12	10
On Air Morning Personality, AM Drive	1-2, 4, 7-8, 10-12	10
On Air Personality	1-7, 9-12	9
On Air Personality	1-7, 9-12	3

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	Ball State University Dept of Telecommunications Muncie, Indiana 47306 Phone : 765-285-1872 Email : jneedham@bsu.edu James Needham	N	0
2	Eastern Illinois University 600 Linclon Ave Charleston, Illinois 61920 Phone : 217-581-2016 Email : cfmgmb@eiu.edu Mark Borzi	N	0
3	Employee Referral	N	2
4	Illinois State University Campus Box 4480 Normal, Illinois 61790 Phone : 309-438-7329 Email : jrblane@ilstu.edu Dr. Joseph Blaney	N	0
5	Job posting on internet	N	2
6	Local Newspaper	N	1
7	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : gary@beonair.com Fax : 1-216-642-9232 Gary James	Y	0
8	Other Source	N	1
9	Station On-Air Advertisement	N	1
10	Station Website	N	3
11	U of Illinois 119 Gregory Hall 810 S, Wright St. Urbana, Illinois 61801 Phone : 217-244-4329 Email : jrleach@illinois.edu Fax : 1-217-244-9392 Jessica Leach	N	0

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12	Wartburg College 222 9th Street NW PO Box 1003 Waverly, Iowa 50677 Phone : 319352-8534 Email : stein@wartburg.edu Dr. Jeff Stein	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

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**III. RECRUITMENT INITIATIVES**

	<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	1/12/2015	Participation in events or programs sponsored by educational institutions	Guest speaker in Josh Bolluyt's J-Term Class at Spirit Lake High School. He invited me to talk to the students about how coaches interact with the media, especially local radio stations. I told students what to expect when interviewing and tips to communicate well with coaches/media.	1	Announcer/Sports Broadcaster
2	1/12/2015	Participation in events or programs sponsored by educational institutions	Spoke to a group of 17 Spirit Lake High School Juniors and Seniors about the sales process and radio advertising. Extended the invitation for them to contact me for further information.	1	Media Specialist
3	1/16/2015	Participation in events or programs sponsored by educational institutions	20 Students from J-Term from Sprit Lake HS were on a tour for their Broadcast Journalism Class led by Molly Bates(instructor). Students asked questions about on-air, sales, ownership and sales of our radio station group. Tour lasted around 90 minutes.	4	Program Director/On Air News Director On Air Music Director/On Air
4	3/10/2015	Participation in events or programs sponsored by educational institutions	Jason participated in a job and internship fair for BVU students in Storm Lake, IA. Jason talked with students about potential job openings and internship opportunities with our company. It was also a way for students to network with professionals in their field.	1	Operations Director/AM Announcer
5	3/11/2015	Participation in events or programs sponsored by educational institutions	Attended Job Fair-Answered questions about openings @ our radio stations from 9:30-12:30 on 3/11/15 at Iowa Lakes Community College. Passed out applications & talked to students & others interested in employment.	2	Program Director/On Air Media Specialist
6	7/16/2015	Provision of training to management	Went over the process of entering and filling out forms for EEO. Discussed interviewing tips and managing the work place. Discussed the process of the collection reports for Sales Reps. Went over the deposit summary, newsletter and agreements. Discussed Natural Log 9	2	General Manager Office Manager