

KBUR-AM KBKB-AM KDMG-FM KKMI-FM WQKQ-FM KHDK-FM
Pritchard Broadcasting Corporation Employment Unit

Burlington, Ft. Madison and New London, IA & Dallas City, IL

2023 EEO Public File Report

Outreach Initiative Activity from August 1, 2022 to July 31, 2023

A. Full-time Vacancies Filled During Past Year				
1 Job Title:	Account Executive	Date Filled:	11/1/2022	
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy				
1. Job Title:	Account Executive			
<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person</u>
				<u>Hired?</u>
IBA Jobs.com	Lisa Reynolds	PO Box 71186, Des Moines, IA 50325	515-224-7237	Yes
Radio Advertising	John Pritchard, President	610 N. 4 th St, STE 300, Burlington, IA 52601	319-752-5402	No
AllAccess.com	Joel Denver, President	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	No
Employee Referral	John Pritchard, President	610 N. 4 th St, STE 300, Burlington, IA 52601	319-752-5402	No
C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year.				5
D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source				
<u>Source:</u>		<u># Interviewed</u>		
IBA Jobs.com		1		
Radio Advertising		1		

AllAccess.com		3			
Employee Referral		0			
Total		5			

In addition to the recruitment sources listed above, Pritchard Broadcasting Corporation also notified each of the following further Recruitment/Referral sources, in writing, of each full-time job vacancy from August 1, 2022 to July 31, 2023. None of the Recruitment/Referral sources have requested notification of job vacancies .

<u>NAME</u>	<u>CONTACT</u>	<u>ADDRESS</u>	<u>CITY</u>	<u>ST AT E</u>	<u>ZIP</u>	<u>PHONE</u>	<u>EMAIL</u>
Aquinas College	Joseph Fox	1700 Fulton Street East	Grand Rapids	MI	49506	616-632-2126	careerservices@aquinas.edu
Butler University	Gary Beaulieu	4600 Sunset Avenue	Indianapolis	IN	46208	319-940-9383	career@butler.edu
Calvin University	TaRita Johnson	3201 Burton Street SE	Grand Rapids	MI	49546	616-526-6485	career@calvin.edu
Central College	Jessica Klyn De Novelo	812 University Street	Pella	IA	50219	641-628-5856	klynj@central.edu
Central Michigan University	Julia Sherlock	1200 South Franklin Street	Mount Pleasant	MI	48859	989-774-3068	careers@cmich.edu
Coe College	Nanci Young	1220 1st Avenue NE	Cedar Rapids	IA	52402	319-399-8500	o-career@coe.edu
Columbia College Chicago	Eric Wordlow	754 South Wabash Avenue	Chicago	IL	60605	312-369-7280	careercenter@colum.edu
Cornerstone University	Kimberly Zainea	1001 East Beltline Avenue Northeast	Grand Rapids	MI	49525	616-949-5300	info@cornerstone.edu
DePaul University	Karyn McCoy	1 E Jackson Blvd	Chicago	IL	60604	312-362-8437	career_center@depaul.edu
Drake University	Chrystal Stanley	2507 University Avenue	Des Moines	IA	50311	515-271-2011	pcds@drake.edu
Eastern Michigan University	Sarah Kersey Otto	210 Owen Building	Ypsilanti	MI	48197	734-487-0400	career_services@emich.edu
Grinnell College	Kelly Harris	1103 Park Street	Grinnell	IA	50112	641-269-4940	career@grinnell.edu
Hamilton College	Cheney Cronin	198 College Hill Road	Clinton	NY	13323	315-859-4346	ccadmin@hamilton.edu
Illinois Institute of Technology	BJ Engelhardt	3201 South State Street	Chicago	IL	60616	312-567-3000	careerservices@iit.edu
Illinois Wesleyan University	Brian Richardson	1211 Park Street	Bloomington	IL	61701	309-556-3071	ccenter@iwu.edu
Kansas State University	Debbie Owens	705 North 17th Street	Manhattan	KS	66506	785-532-6506	careercenter@k-state.edu
Marian University -	Mary Hatlen	45 South National Avenue	Fond du Lac	WI	54935	920-923-	careerservices@marian.edu

Wisconsin						7161	university.edu
Marquette University	Courtney Hanson	1324 W. Wisconsin Avenue, PO Box 1881	Milwaukee	WI	53201	414-288-7423	career.services@marquette.edu
Michigan State University	Maya Craft	220 Trowbridge Road	East Lansing	MI	48824	517-355-9510	hshelp@msu.edu
Michigan Technological University	Beth Williams	1400 Townsend Drive	Houghton	MI	49931	906-487-2313	career@mtu.edu
Milwaukee School of Engineering	Julie Way	1025 North Broadway	Milwaukee	WI	53202	414-277-7120	career-services@msoe.edu
Minnesota State University, Mankato	Pam Weller	228 Wiecking Center	Mankato	MN	56001	507-389-6061	cdc@mnsu.edu
Missouri State University	Kelly Rapp	901 South National Avenue	Springfield	MO	65897	417-836-5636	careercenter@missouristate.edu
Missouri Western State University	Jean Foster	4525 Downs Drive	St. Joseph	MO	64507	816-271-4200	jfoster25@missouriwestern.edu
Northwestern College - Iowa	Elizabeth Pitts	101 7th Street SW	Orange City	IA	51041	712-707-7225	career@nwciowa.edu
Northwestern University	Geni Harclerode	633 Clark Street	Evanston	IL	60208	847-491-3741	handshake@northwestern.edu
Roosevelt University	Jennifer Wonderly	430 South Michigan Avenue	Chicago	IL	60605	312-341-3560	career@roosevelt.edu
Saint Louis University	Floyd Welsh	One North Grand Blvd	St. Louis	MO	63103	314-977-2828	career_services@slu.edu
Saint Mary's University of Minnesota	Mke Hagarty	700 Terrace Hts	Winona	MN	55987	507-457-6695	mhagarty@smumn.edu
South Dakota School of Mines & Technology	Matthew Hanley	501 East Saint Joseph Street	Rapid City	SD	57701	605-394-2667	careercenter@sdsmt.edu
South Dakota State University	Sherry Fuller Bordewyk	1421 Student Union Ln	Brookings	SD	57006	605-688-4425	careers@sdstate.edu
Southern Illinois University - Carbondale	Jaime Conley-Holt	1263 Lincoln Drive	Carbondale	IL	62901	618-453-2391	careerdevelopment@siu.edu
Southwest Minnesota State University	Melissa Scholten	1501 State Street	Marshall	MN	56258	507-537-6221	careers@smsu.edu
The College of St. Scholastica	Mary Anderson	1200 Kenwood Avenue	Duluth	MN	55811	218-723-6085	careers@css.edu
The University of Michigan	John Luther	515 East Jeffers Street	Ann Arbor	MI	48109	734-764-7460	careercenter@umich.edu
University of Central Missouri	Amber Goreham	415 East Clark Street	Warrensburg	MO	64093	660-543-4985	recruiter@ucmo.edu
University of Illinois at Urbana-Champaign	Phelicia Puryear	715 South Wright Street, MC-383	Champaign	IL	61820	217-333-0820	ireillini@illinois.edu
University of Iowa	Sherry Rhinehart	213 North Clinton	Iowa City	IA	52242	319-335-1023	careercenter@uiowa.edu
University of Minnesota	Jackie Corral	100 Church Street Southeast	Minneapolis	MN	55455	612-625-5000	goldpass@umn.edu

University of Missouri - Columbia	Matt Reiske	201 Student Success Center	Columbia	MO	65211	573-882-6801	career@missouri.edu
University of Nebraska - Lincoln	Bill Watts	1400 R Street	Lincoln	NE	68508	402-472-3145	careerservices@uni.edu
University of Wisconsin - Green Bay	Linda Peacock-Landrum	2420 Nicolet Drive	Green Bay	WI	54311	920-465-2163	careers@uwgb.edu
University of Wisconsin - Eau Claire	Alyssa Slaby	105 Garfield Avenue, PO Box 4004	Eau Claire	WI	54702	715-836-3487	arcc@uwec.edu
University of Wisconsin - La Crosse	Karolyn Bald	1725 State Street	La Crosse	WI	54601	608-785-6950	career@uwlax.edu
University of Wisconsin - Madison	Jonathon Ferguson	500 Lincoln Drive	Madison	WI	53706	608-265-4497	jonathon.ferguson@wisc.edu
University of Wisconsin - Parkside	Linda Bevec	900 Wood Road	Kenosha	WI	53144	262-595-2040	rangertrak@uwp.edu
University of Wisconsin - Platteville	Trapper Mitchell	1 University Plz	Platteville	WI	53818	608-342-1183	cpdo@uwplatt.edu
University of Wisconsin - River Falls	Career Services	410 South 3rd Street	River Falls	WI	54022	715-425-3572	career.services@uwrf.edu
Valparaiso University	Tom Cath	1509 Chapel Drive, Harre Union, Room 100	Valparaiso	IN	46383	219-464-5005	career.center@valpo.edu
Western Illinois University	Mandi McRaven	1 University Circle	Macomb	IL	61455	309-298-1884	sa-mcraven@wiu.edu
Western Michigan University	Brenda Case-Parris	1903 Western Michigan Avenue	Kalamazoo	MI	49008	269-387-2745	brenda.case-parris@wmich.edu
Wichita State University	Megan Nold	1845 Fairmount Street	Wichita	KS	67260	319-978-3688	careerdevelopment@wichita.edu
William Penn University	Debbie Stevens	201 Trueblood Avenue	Oskaloosa	IA	52577	800-779-7366	webadmin@wmpenn.edu
Wisconsin Lutheran College	Thad Jahns	8800 West Bluemound Road	Milwaukee	WI	53226	414-443-8800	thad.jahns@wlc.edu

FCC EEO Outreach Efforts from August 1, 2022 to July 31, 2023.

(5) Outreach Category: The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of Initiative: 10/4/22 to present and continuing.

Initiative Description/Participation: In cooperation with Southeastern Community College, Liz Ebbing, seeking a career in Broadcasting and Journalism, interned in learning news writing, reporting and producing, production, announcing, voice tracking and board operation. In November, Nathan Edwards from Notre Dame High School interned similarly specializing in news gathering, news writing and reporting and did all the news for all the stations during the Christmas and New Year Holiday and added board work and voice tracking through the period as well.

Names & positions of station personnel involved/in attendance: Steve Hexom, KBUR Program Director, Collin Leddy, Pritchard Broadcasting News Director, Patrick Fee, WQKQ Program Director.

(10) Outreach Category: Participation in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

Date of Initiative: March 29, 2023

Initiative Description/Participation: Mary Jo Miller, Director of Speech and Theater at Notre Dame High School brought her high school speech class for a tour of the stations and discussion of all career possibilities involved in broadcasting. Nathan Edwards, intern, was in the class and classmate Eva Salvador was recommended by Ms. Miller and began training and was a paid intern as of 5/4/23.

Names & positions of station personnel involved/in attendance: Steve Hexom, KBUR Program Director, Patrick Fee, WQKQ Program Director.

(10) Outreach Category: Participation in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

Date of Initiative: October 14, 2022

Initiative Description/Participation: Southeastern Community College in West Burlington, hosted a full day Career Day for High School Juniors and Seniors in the area. Pritchard Broadcasting was invited there to share employment opportunities in broadcasting through a presentation and question and answer session concerning Broadcast On-Air positions, how commercials/promotions are made, and what engineering opportunities might be found in the broadcast field.

Names & positions of station personnel involved/in attendance: Steve Hexom, KBUR Program Director, Patrick Fee, WQKQ Program Director.

(16) Outreach Category: Participation in activities other than the fifteen options that the licensee has designed to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Date of Initiative: June 19, 2023.

Initiative Description/Participation: Steve Hexom welcomed members of the cast of the Players Workshop Youth Theater production, The Enchanted Book Store. Steve interviewed each cast member and then gave a tour of the stations regarding possible internship and employment opportunities in broadcasting.

Names & Positions of station personnel involved in/in attendance: Steve Hexom, KBUR Program Director.

(14) Outreach Category: Providing training to management level personnel as to methods of ensuring equal employment and preventing discrimination.

Date of Initiative: July 20, 2023.

Initiative Description/Participation: Gail Howell, General Manager of Pritchard Broadcasting completed online training to familiarize herself with current and best practices as it pertains to hiring procedures including equal employment and preventing discrimination.

Names & Positions of station personnel involved in/in attendance: Gail Howell, General Manager

(10) Outreach Category: Participation in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

Date of Initiatives: 3/19/23-3/25/23 and 4/19/23-4/26/23

Initiative Description/Participation: Patrick Fee was the Lead Emcee for FIRST Robotics for a Regional and a World Competition. The Regional event was for FIRST Robotic Challenge in Long Island New York. A total of 80 teams represented over 1500 High School Students from 10 states and 4 other countries. The World Event was for FIRST Tech Challenge in Houston. That competition included over 2500 students involved with 200 teams from 44 states and 26 other countries.

At both events, Patrick Fee's duties included going into the "pits" for each of the teams and discussing engineering strategies, along with college majors, schools, and career opportunities in STEM fields. Patrick Fee shared employment chances in broadcasting: IT opportunities, engineering openings, and on-air positions.

Names & positions of station personnel involved/in attendance: Patrick Fee, WQKQ Program Director.