July 5, 2019

EEO Staff, Policy Division
Enforcement Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, DC 20554

Re: KBKB-FM, Fort Madison, IA (#64564 )

This letter responds to the an EEO Audit Letter dated June 13, 2019 from the FCC's Media Bureau to Titan Broadcasting ("Licensee"), KBKB-FM), Fort Madison, IA. KBKB-FM has been randomly selected for an audit. KBKB-FM together with KGRS-FM form a single employment unit within the Burlington, IA market.

The following responses provide information for the entire employment Unit, including KBKB-FM and KGRS-FM. Provided below and in the attached materials is KBKB-FM's response to the FCC audit letter.

3. **Audit Data Requested.**

(a) **Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 2080(c)(6).**

Attached as Exhibit 1 are copies of the Licensee's two most recent EEO public file reports. For the purpose of this response, the relevant audit period is from October 1, 2016, through September 30, 2018.

The following is a list of Unit websites:

- KBKB-FM: www.1017thebull.com
- KGRS-FM: www.thenewmix.com

**(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).**

Attached as Exhibit 2 are copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the positions. We do retain copies of all notices sent to all sources used. We have retained the log sheets for each time the ads aired. We have not received notification from any organization requesting job announcements.

**(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.**

**Job Title:** On-Air Personality **Date Filled:** 11/2/16 **Total Number of Interviewees:** 9
**Referral Sources of Interviewees:**
AllAccess.com: 3, Radio Ads: 1, The Hawk Eye Newspaper: 2 Staff: 3

**Job Title:** On-Air Personality **Date Filled:** 10/27/17 **Total Number of Interviewees:** 13
**Referral Sources of Interviewees:**
AllAccess.com: 13

**Job Title:** On-Air Personality **Date Filled:** 8/15/18 **Total Number of Interviewees:** 11
**Referral Sources of Interviewees:**
AllAccess.com: 7, Radio Ads: 2, Staff: 2

**Job Title:** On-Air Personality **Date Filled:** 9/17/18 **Total Number of Interviewees:** 4
**Referral Sources of Interviewees:** AllAccess.com: 4

**(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.**

The Unit has a total of 10 full-time employees as of the date of this response. As a result, pursuant to Sections 73.2080(c)(2) and (e)(3) of the Commission's rules, the Unit is required to perform 2 initiatives within a two-year period. The Unit engaged in a number of recruitment initiatives in its Audit Period. Included at Exhibit 3 in this response is documentation that demonstrates the Unit's performance of the recruitment initiatives set forth above. A summary of the additional recruiting opportunities is set forth on Exhibit 4.

**(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.**

There have been no complaints alleging unlawful discrimination in the employment practices of the Unit.

**(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.**

As an initial matter, the Unit provides equal employment opportunities to all qualified individuals without regard to race, color, religion, national origin, marital status, sex, age, or disability in all personnel actions, including recruitment, evaluation, selection, compensation,

training, promotion, and terminations.

The General Manager overseas the entire program and is responsible for insuring that those with hiring authority have a knowledgeable understanding of the program and practices that are to be followed with regard to equal opportunity. The General Manager insures that the recruitment source list is properly maintained and is the contact person for all that wish to be added to the list. He/she also works with the Department Heads to insure that list is used to properly notify those wishing notification, and those on the list that the station believes will be an outreach to find any qualified applicants for any open position. The General Manager is responsible for reviewing the list of applicants and interviewees for each opening during the opening window and before a final decision is made by any staff member with hiring authority. The General Manager also reviews all of the record keeping done by the hiring staff member to insure that it is in line with all EEO policies and procedures. The General Manger is responsible for collecting these records for use in creating the annual EEO Public File Report, placing in the Public file, and getting it posted to the station websites. The General Manager also oversees all outreach programs and is a direct participant in many of them.

Each department head with hiring authority (Operations Manager and Sales Manager) has been trained to complete the search, interviewing, and hiring process with EEO compliance in mind. These policies are discussed in detail annually at the department head meeting, and are reviewed with each department head individually whenever there is a any job opening in their department. Each department head is responsible for reviewing all applications and conducting all initial interviews with prospective employees. They are also responsible for keeping records as to which recruitment sources were responsible for each applicant. This information is given to the General Manager for use in the annual EEO Public File Report. Department Heads are also part of many outreach programs.

Those without hiring authority are aware that broadcasters are required to follow the EEO Policies as required by the FCC. Staff members are knowledgeable that Titan Broadcasting always follows the recruitment practices for those job openings that require it. Many staff members are involved in several of the stations outreach programs.

All advertising, web postings, and recruitment letters inform potential applicants that Titan Broadcastings follows EEO procedures and those that interview for positions are also informed of our EEO practices.

**(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.**

The Unit proactively contacts its recruitment sources to keep contact information updated and to confirm that they wish to continue receiving notices of full-time vacancies. The Unit also airs an advertising schedule on all stations promoting the Licensees desire to recruit and maintain a diverse work force, and to promote its compliance with the FCC's EEO program. The General Manager meets with Unit management periodically to discuss and review the EEO program to

ensure that the Unit's outreach efforts are effective and in compliance with the EEO rules. At these review sessions, personnel assess the effectiveness of those outreach efforts and discuss ways to adjust or improve the program. In addition, the Unit will discuss any changes in EEO rules or policy that have been brought to its attention. As a result of this periodic review, the Unit is kept abreast of any changes in the FCC's rules or corporate policy regarding EEO. Based on this continuous exchange of information, the Unit will make any adjustments necessary to ensure full compliance with EEO rules and policies.

**(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.**

The Unit, in conjunction with the Licensee, undertakes every effort to ensure that the Unit's pay, benefits, and selection techniques provide equal employment opportunities. The Unit is mandated by the Licensee, to measure performance of existing employees yearly, and to provide one-step pay increases to all employees, and to ensure that equal opportunities are being provided and that all decision making is predicated on a qualification basis. Regarding benefits, all employees are offered the same benefits package that includes medical coverage, paid sick leave and vacation, Maternity Leave, and a 401(k) retirement savings account option with a 4% company match incentive.

The Unit does not have any union members or agreements.

**(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.**

The Unit is not a religious broadcaster and is not subject to religious affiliation qualifications.

4. **The Time Brokerage questions are not applicable to this Unit.**

I certify that the statements provided in this audit report are complete and accurate to the best of my knowledge, information and belief.

John C. Pritchard
General Manager
Titan Broadcasting, LLC
KBKB-FM, KGRS-FM
lj@titanburlington.com
319-752-2701

**Exhibit 1**

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington, and Ft. Madison, IA

# 2017 EEO Public File Report

October 1, 2016 to September 30, 2017

## A. Full-time Vacancies Filled During Past Year

**1 Job Title:** On-Air Personality **Date Filled:** 11/2/2016

## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

### 1. Job Title: On-Air Personality

| Source | Contact Person | Address | Tel # | Referred Person Hire |
|---|---|---|---|---|
| All Access.com | Joel Denver, Pres. | 28955 Pacific Coast HWY, STE 210, Malibu, CA 90265 | 310-457-6616 | No |
| Radio Advertising | John Pritchard | 610 N. 4th St. Suite 310, Burlington, IA 52601 | 319-752-2701 | No |
| The Hawk Eye Newspaper | Classified | 800 S. Main, Burlington, IA 52601 | 319-754-8461 | No |
| Staff | John Pritchard | 610 N. 4th St. Suite 310, Burlington, IA 52601 | 319-752-2701 | Yes |
| Iowa Broadcasters Website | Sue Toma | PO Box 71186, Des Moines, IA 50325 | 515-224-7237 | No |

In addition, Titan Broadcasting LLC notified each of the following Recruitment/Referral Sources for every full-time job vacancy from October 1, 2016 to September 30, 2017.

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Augustana College | Lisa | Slater | 639 38th Street | Rock Island | IL | 61201- | (309) 794-7339 |
| Blackhawk College | Harris | Coleman | 6600 34th Avenue | Moline | IL | 61265- | (309) 796-5000 |
| Broadcast Education Association | Heather | Birks | 1771 N Street NW | Washington | DC | 20036-2891 | (202) 602-0584 |
| Buena Vista University | Emily | Gallagher | 610 W. Fourth Street | Storm Lake | IA | 50588- | (712) 749-2440 |
| Central College | Pat | Joachim Kitzman | 812 University | Pella | IA | 50219- | (641) 628-5271 |
| Coe College | Diane Rae | Patten | 1220 1st Avenue NE | Cedar Rapids | IA | 52402- | (319) 399-8844 |
| Des Moines Area Community College | Sara | Moore | 2006 S. Ankeny Blvd. Bldg #1 | Ankeny | IA | 50021- | (515) 964-6463 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Division of Persons with Disabilities | Linda | Scott | Lucas State Office Building | Des Moines, | IA | 50319- | (515) 242-5655 |
| Drake University | Annette | Watson | 2507 University Avenue | Des Moines, | IA | 50311- | (515) 271-4715 |
| Grand View College | Susie | Stearns | 1200 Grandview Avenue | Des Moines, | IA | 50316- | (515) 263-2888 |
| Grinnell College | Diane | Hawkins | 1127 Park Street | Grinnell, | IA | 50112- | (641) 269-4000 |
| Hawkeye Community College | Kate | Childers | 1502 E. Orange Road | Waterloo, | IA | 50704-8015 | (319) 296-4297 |
| Illinois State University | Pat | Heck | 185 Student Services Building | Normal, | IL | 61790-2520 | (309) 438-5754 |
| Iowa Central Community College | David | Raedeker | 330 Avenue M | Fort Dodge, | IA | 50501- | (515) 576-0099 |
| Iowa State University | Mark | Becker | 0570 Beardshear Hall | Ames | IA | 50011- | (515) 294-4111 |
| Iowa Wesleyan College | Jack | Bruns | 601 N. Main Street | Mt. Pleasant, | IA | 52641- | (800) 582-2383 |
| Iowa Western Community College | Abigail | Berthold | 2700 College Road | Council Bluffs | IA | 51503- | (712) 325-3294 |
| Iowa Workforce Development | Jolene | Ridgway | 1000 East Grand | Des Moines, | IA | 50319-0209 | (515) 281-5387 |
| Kaplan University Urbandale | Jami | Olson | 4655 121st Street | Urbandale, | IA | 50323- | (515) 727-2100 |
| Kaplan University(Cedar Rapids) | Cindy | Beahl | 3165 Edgewood Parkway S W | Cedar Rapids | IA | 52404- | (319) 363-0481 |
| Luther College | Lynn | Ingvalson | 700 College Drive | Decorah, | IA | 52101- | (563) 387-1025 |
| Minorities in Broadcasting Training Program | Patrice | Williams | P.O. Box 39696 | Los Angeles | CA | 90039- | (310) 652-9271 |
| Scott Community College | Sarah | Evans | 500 Belmont Rd. | Bettendorf | IA | 52722- | (563) 336-3341 |
| Southeastern Community College | Jeff | Ebbing | 1500 W Agency Rd | West Burlington | IA | 52655 | (319) 752-2731 |
| St Ambrose University | Angela | Wolfe | 518 W Locust Street | Davenport | IA | 52803 | (563) 333-6000 |
| Step Employment Services | Wade | O'Neil | 815 Avenue H | Ft. Madison | IA | 52627- | (319) 237-1730 |
| Truman State University | Polly | Matteson | 100 E. Normal | Kirksville, | MO | 63501- | (660) 785-4000 |
| University of Missouri | Rob | McDaniels | 909 Lowry Mall | Columbia, | MO | 65211-6060 | (573) 882-6801 |
| University of Northern Iowa | Sarah | Goblirsch | 1227 W 27th St | Cedar Falls, | IA | 50614- | (319) 273-6857 |
| Wartburg College | Derek | Solheim | 100 Wartburg Blvd. | Waverly, | IA | 50677- | (319) 352-8330 |
| William Penn University | Marsha | Riordan | 201 Trueblood Avenue | Oskaloosa, | IA | 52577- | (641) 673-1045 |

No organizations have asked to be notified of full-time vacancies in the employment unit.

**C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year.** 9

**D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source**

| Source: | # Interviewed |
|---|---|
| All Access.com | 3 |
| Radio Advertising | 1 |
| The Hawk Eye Newspaper | 2 |
| Staff | 3 |
| Iowa Broadcasters Website | 0 |
| Total: | 9 |

## EEO Outreach Initiatives:

**iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;**

**Date of Initiative**: 4/22/2017
**Initiative Description /Participation:** Sponsorship of Southeast Iowa Regional Science, Technology, Engineering, and Math Festival (STEMFest). STEMFest exposes kids and adults to careers and opportunities in STEM-related fields through hands-on activities led by exhibitors across the region. Participants explore STEM careers through robotics and healthcare simulations as well as electronics and renewable energy exhibits.
**Names & Positions of station personnel involved/in attendance**: John Pritchard, General Manager

**(viii) Establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions;**
**Date of Initiative:** 6/30/2016 to 10/31/2016
**Initiative Description /Participation:** We incorporated the QRMC (Qualified Radio Marketing Consultant) training course established by ENSMedia Inc. into our weekly sales meetings. QRMC training included 20 videos each approximately 10 minutes long on different radio marketing topics. Following the training, each individual would take a quiz to gauge comprehension. The four individuals involved completed the training and received certification as a Qualified Radio Marketing Consultant.
**Names & Positions of station personnel involved/in attendance**: John Pritchard, General Manager, Amy Burkhardt, Marketing Consultant, Pat Curtis, Marketing Consultant, Rikki Garrett, Marketing Consultant.

**(xiv) Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

**Date of Initiative**: 6/22/2017
**Initiative Description /Participation:**
SOCIAL MEDIA IN THE WORKPLACE - Gene reviews social media policies-uses and abuses in the workplace...examining the position of federal agencies on social media policies, as well as employer rights and remedies when employees Snap, Post, and Tweet inappropriately.
***Presented by*** Gene LaSuer, Davis Brown Law Firm

**Names & Positions of station personnel involved/in attendance**: John Pritchard, General Manager.

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington, and Ft. Madison, IA

# 2018 EEO Public File Report

October 1, 2017 to September 30, 2018

## A. Full-time Vacancies Filled During Past Year

| | | | |
|---|---|---|---|
| **1 Job Title:** | On-Air Personality | **Date Filled:** | 10/27/2017 |
| **2 Job Title:** | On-Air Personality | **Date Filled:** | 8/15/2018 |
| **3 Job Title:** | On-Air Personality | **Date Filled:** | 9/17/2018 |

## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

### 1. Job Title: On-Air Personality

| Source | Contact Person | Address | Tel # | Referred Person Hire |
|---|---|---|---|---|
| All Access.com | Joel Denver, Pres. | 28955 Pacific Coast HWY, STE 210, Malibu, CA 90265 | 310-457-6616 | Yes |
| Radio Advertising | John Pritchard | 610 N. 4th St. Suite 310, Burlington, IA 52601 | 319-752-2701 | No |
| Staff | John Pritchard | 610 N. 4th St. Suite 310, Burlington, IA 52601 | 319-752-2701 | No |

### 2. Job Title: On-Air Personality

| Source | Contact Person | Address | Tel # | Referred Person Hire |
|---|---|---|---|---|
| All Access.com | Joel Denver, Pres. | 28955 Pacific Coast HWY, STE 210, Malibu, CA 90265 | 310-457-6616 | Yes |
| Radio Advertising | John Pritchard | 610 N. 4th St. Suite 310, Burlington, IA 52601 | 319-752-2701 | No |
| Staff | John Pritchard | 610 N. 4th St. Suite 310, Burlington, IA 52601 | 319-752-2701 | No |

### 3. Job Title: On-Air Personality

| Source | Contact Person | Address | Tel # | Referred Person Hire |
|---|---|---|---|---|

| | | | | |
|---|---|---|---|---|
| All Access.com | Joel Denver, Pres. | 28955 Pacific Coast HWY, STE 210, Malibu, CA 90265 | 310-457-6616 | Yes |
| Staff | John Pritchard | 610 N. 4th St. Suite 310, Burlington, IA 52601 | 319-752-2701 | No |

No organizations have asked to be notified of full-time vacancies in the employment unit.

**C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year.** 28

**D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source**

| Source: | # Interviewed |
|---|---|
| All Access.com | 24 |
| Radio Advertising | 2 |
| The Hawk Eye Newspaper | 0 |
| Staff | 2 |
| Total: | 28 |

## EEO Outreach Initiatives:

**(iv) participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.**

**Date of Initiative**: 2/23/18
**Initiative Description /Participation:** Station Tour given to a group of students with disabilities, Mrs. Moreira's Class, from Blackhawk Elementary School. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc.
**Names & Positions of station personnel involved/in attendance**: Steve King, Program Director. Landon Mitchell, On-Air personality, Mercedes Young, Production Director.

**Date of Initiative**: 3/12/18
**Initiative Description /Participation:** 2018 Career Fair at Southeaster Community College. Steve King presented to groups of Fifth Grade students from Burlington Community Schools. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc
**Names & Positions of station personnel involved/in attendance**: Steve King, Program Director.

**Date of Initiative**: 5/18/18

**Initiative Description /Participation:** Jonathan Kibbling participated in a day long Job Shadow with multiple radio station staff. He was also given the opportunity for some hands on experience using radio station equipment. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc.
**Names & Positions of station personnel involved/in attendance**: Steve King, Program Director. Jason Ehlfeldt,, On-Air personality Steve Parker, On-Air personality, Landon Mitchell, On-Air personality, Mercedes Young, Production Director.

**Date of Initiative**: 5/11/18
**Initiative Description /Participation:** Presentation to the Insight Partnership Group and presented to a group of special needs adults on radio and careers in radio. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc
**Names & Positions of station personnel involved/in attendance**: Steve King, Program Director. Mandi Michaels, On-Air personality, Rikki Garrett, Marketing Consultant.

**(v)** The establishment of an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.

**Date of Initiative**: 12/18/17 – 1/5/18
**Initiative Description /Participation:** Yu-Chuan Liu (James) spent three weeks with Titan Broadcasting as a marketing intern. James spent time with our staff learning ways in which Titan Broadcasting markets ourselves using broadcast radio, social media, and other mediums. He also helped our staff collect data about the area we serve, so that we can better know our community and target demographic. James left with a better understanding of multi-media marketing.

**Names & Positions of station personnel involved/in attendance**: Mercedes Young, Production Director, Steve King, Program Director, Amy Burkhart, Marketing Consultant, L.J. Pritchard, General Manager.

**(viii) Establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions;**
**Date of Initiative**: 6/21/2018
**Initiative Description /Participation:**
"Progressive Discipline, Drug Tests, & Terminations" – Kelly reviews the proper steps when taking progressive discipline, and termination as well as, outlining proper protocol for drug testing. This hour long webinar included real world examples on HR issues that you may find in the workplace. Also they gave resources to reference if necessary.
***Presented by*** Kelly Augustine, Two Rivers Insurance

**Names & Positions of station personnel involved/in attendance**: Mercedes Young, Production Director, Steve King, Program Director.

**Exhibit 2**

Full Time Jobs Filled:

Job Title: On-Air Personality Date Filled 11/2/16

# On-Air Personality and Board Operator in Southeast Iowa

**Forum rules**
You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability.
No voiceover, voicetracking, or other business plugs, please!

Search this topic Search

1 post • Page 1 of 1

## On-Air Personality and Board Operator in Southeast Iowa

EDIT

by ljtitan, Mon Oct 17, 2016 11:17 am

ljtitan
Posts: 1
Joined: [illegible]

On-Air Personality and Board Operator

Titan Broadcasting is hiring for a full time on-air personality and board operator. We are looking for an energetic, hard-working, motivated individual that sounds great on the air. Previous radio and production experience a must. Great communication, time management and teamwork skills are also critical for success. Strong on-air/late evening/night, recommended. Job duties will include being an afternoon show host, occasional live remote broadcasts, production, and voice tracking.

You'll enjoy the camaraderie of a successful team of professionals, as well as all of the benefits of working for Southeast Iowa's most powerful and prestigious radio stations! Advertisers love us because we deliver results. Can you?

If this sounds like the job for you send your resume and aircheck to 510 North 4th St. Suite 210 Burlington, Iowa or email it to jobs@titanburlington.com

Titan Broadcasting is an equal opportunity employer.

1 post • Page 1 of 1

# Invoice # 3450-1

The New Mix 107.3 KGRS
610 N 4th St Suite 310
Burlington IA 52601
319-752-2701

| | |
|---|---|
| Date | 10/30/2016 |
| Sales Person | House Account |
| Terms | Net 30 |

TITAN BROADCASTING
ATTN: LJ PRITCHARD
610 N 4TH ST STE #310
BURLINGTON IA 52601

| Date | Description | Times | Qty | Rate | Total |
|---|---|---|---|---|---|
| 10/20/2016 | On-Air Personality (00:30) | 05:44:36 06:48:04 08:20:10 | 3 | 0.00 | 0.00 |
| 10/21/2016 | On-Air Personality (00:30) | 05:45:40 10:20:03 11:21:17 | 3 | 0.00 | 0.00 |
| 10/22/2016 | On-Air Personality (00:30) | 05:43:51 21:48:10 23:44:19 | 3 | 0.00 | 0.00 |
| 10/23/2016 | On-Air Personality (00:30) | 04:46:13 05:48:17 23:24:28 | 3 | 0.00 | 0.00 |
| 10/24/2016 | On-Air Personality (00:30) | 04:43:05 05:44:43 12:24:53 | 3 | 0.00 | 0.00 |
| 10/25/2016 | On-Air Personality (00:30) | 04:50:58 08:18:37 17:22:47 | 3 | 0.00 | 0.00 |
| 10/26/2016 | On-Air Personality (00:30) | 04:46:12 05:44:02 18:24:45 | 3 | 0.00 | 0.00 |
| 10/27/2016 | On-Air Personality (00:30) | 05:29:36 09:21:40 16:22:14 | 3 | 0.00 | 0.00 |
| 10/28/2016 | On-Air Personality (00:30) | 04:46:56 14:22:35 22:53:45 | 3 | 0.00 | 0.00 |
| 10/29/2015 | On-Air Personality (00:30) | 20:50:04 22:32:43 23:46:30 | 3 | 0.00 | 0.00 |
| 10/30/2016 | On-Air Personality (00:30) | 05:43:46 21:21:19 22:39:18 | 3 | 0.00 | 0.00 |
| | | Subtotal | | | 0.00 |
| | | Balance Due | | | 0.00 |

AFFIDAVIT OF PERFORMANCE: I certify that, in accordance with the official station logs, 33 announcement(s) were broadcast as shown on this invoice.

The above items were broadcast within ten minutes of the times specified according to official station logs affidavit of services rendered.

State Iowa County Of Des Moines
The undersigned having been duly sworn deposes and states that this station in accordance with the above invoice had rendered broadcasting service.

Subscribed and sworn to before me 06/17/2019

MERCEDES YOUNG
Commission Number 779452
My Commission Expires
July 22, 2019

# Invoice # 3450-2

101.7 THE BULL Better Country

101.7 The Bull KBKB-FM
610 N 4th St Suite 310
Burlington IA 52601
319-752-2701

| | |
|---|---|
| Date | 10/30/2016 |
| Sales Person | House Account |
| Terms | Net 30 |

TITAN BROADCASTING
ATTN: LJ PRITCHARD
610 N 4TH ST STE #310
BURLINGTON IA 52601

| Date | Description | Times | Qty | Rate | Total |
|---|---|---|---|---|---|
| 10/20/2016 | On-Air Personality (00:30) | 08:43:39 10:41:01 14:39:55 | 3 | 0.00 | 0.00 |
| 10/21/2016 | On-Air Personality (00:30) | 04:44:50 07:48:42 14:45:59 | 3 | 0.00 | 0.00 |
| 10/22/2016 | On-Air Personality (00:30) | 06:36:06 11:34:00 13:27:07 | 3 | 0.00 | 0.00 |
| 10/23/2016 | On-Air Personality (00:30) | 21:26:03 22:57:13 23:48:45 | 3 | 0.00 | 0.00 |
| 10/24/2016 | On-Air Personality (00:30) | 06:16:41 08:12:51 11:25:29 | 3 | 0.00 | 0.00 |
| 10/25/2016 | On-Air Personality (00:30) | 06:46:16 10:40:02 14:39:43 | 3 | 0.00 | 0.00 |
| 10/26/2016 | On-Air Personality (00:30) | 06:15:58 07:12:29 18:23:47 | 3 | 0.00 | 0.00 |
| 10/27/2016 | On-Air Personality (00:30) | 07:15:30 08:16:00 14:39:22 | 3 | 0.00 | 0.00 |
| 10/28/2016 | On-Air Personality (00:30) | 13:23:29 20:46:48 22:46:05 | 3 | 0.00 | 0.00 |
| 10/29/2016 | On-Air Personality (00:30) | 12:40:52 15:24:59 18:35:42 | 3 | 0.00 | 0.00 |
| 10/30/2016 | On-Air Personality (00:30) | 18:40:43 21:12:34 22:58:24 | 3 | 0.00 | 0.00 |
| | | | Subtotal | | 0.00 |
| | | | Balance Due | | 0.00 |

AFFIDAVIT OF PERFORMANCE. I certify that, in accordance with the official station logs, 33 announcement(s) were broadcast as shown on this invoice.

The above items were broadcast within ten minutes of the times specified according to official station logs affidavit of services rendered.

State Iowa County Of Des Moines

The undersigned having been duly sworn deposes and states that this station in accordance with the above invoice had rendered broadcasting service.

Subscribed and sworn to before me 06/17/2019

Commission Number 779462
My Commission Expires
July 22, 2019

**On-Air Personality and Board Operator:**

Titan Broadcasting is hiring for a full time on-air personality and board operator. We are looking for an energetic, hard-working, motivated individual; that sounds great on the air. Previous radio and production experience a must. Great communication, time management and teamwork skills are also critical for success. Strong computer skills highly recommended. Job duties will include being an afternoon show host, occasional live remote broadcasts, production, and voice tracking.

You'll enjoy the camaraderie of a successful team of professionals, as well as all of the benefits of working for Southeast Iowa's most powerful and prestigious radio stations. Advertisers love us because we deliver results. Can you?

If this sounds like the job for you send your resume and aircheck to 610 North 4th St. Suite 310, Burlington, Iowa or email it to jobs@titanburlington.com.

Titan Broadcasting is an equal opportunity employer

**TITAN BROADCASTING**
610 N. 4th St. Suite 310
Burlington, IA 52601
Office: 319.752.2701 Fax: 319.752.5287

# Today's Ads

THE ADS IN THIS SECTION ARE CLASSIFIED BY CATEGORY FOR CONVENIENCE TO OUR READERS

800 S. Main Street
Burlington, IA 52601
319-754-8463
fax: 319-754-6824
email: classifieds@thehawkeye.com
advertising@thehawkeye.com



## NEW TODAY
### Brand New Ads

DRIVERS

SULLIVAN TRUCKING

GENERAL

**LEAD YOUTH CARE WORKER**

Michael Engwall
ACT Day Treatment
4117 Sullivan Bluff Rd
Burlington, IA 52601

**On-Air Personality and Board Operator:**

GENERAL

Work Source
**NOW HIRING**
Holding Open interviews every Tues. & Thurs. 9am-4pm

Apply online or in person at 5020 Ave H, Ft. Madison
319 372 1567
www.workforceinfo.com

APARTMENTS UNFURN.

HOUSES RENT

Open House on Sun. Oct 23rd, 1-4pm

REALTOR LISTINGS

403 10th St. Ft. Madison
Call Hope Associates at 319 372-4500

**Earn Extra Cash!**
Deliver
**The Hawk Eye**
Contact Circulation
1-800-397-1706

## AUCTIONS
### Sales and Services

AUCTIONEERS

FRAISE
319-367-5744
Innovative Marketing.
Exceptional Results
fraiseauction.com

SULLIVAN AUCTIONEERS, LLC
DAN JOE JIM
844.847.2161
www.sullivanauctioneers.com

STEFFES
AUCTION & REAL ESTATE
319.385.2000
SteffesGroup.com

**AUCTIONS**
By Smith, L.C.
Your Estate Service Auctioneers
319-753-2579
www.auctionbysmithlc.com

RIVER TOWN AUCTIONS

## AUTOMOTIVE
### Anything with Wheels

AUTOS

Pulse Auto Salvage

**Cash for Junk Cars**
Free Towing of
319-367-7199

FOR SALE: 1997 Toyota Corolla LE. $1000 or best offer. Call 319-314-3009

AUTOS

**Rick's Auto Sales**
(319)367-5805
Blow Out Sale!

MISCELLANEOUS

SERVICE FOR ALL WHEELS

Delta Service Center

Roberts Tire Center

TRUCKS

## HEALTH/ MEDICAL
### Wellness Services

**Sell your stuff!**
Call ClassiAds
319-754-8463

HEALTH/MEDICAL

## JOBS

CONSTRUCTION

Construction Craftsmen, Heavy Equipment Operator & Supervisors

DRIVERS

**LOCAL DRIVERS WANTED**
HOME NIGHTLY!

**OTR Drivers Wanted**
Class A CDL
Newcomb Warehouse

DRIVERS

**Seasonal Drivers Wanted!**
$20.00 per hour
Make up to $30,000 in 6 months!

GENERAL

**Activity Assistant**
Blair House

**Substitutes Needed**

GENERAL

On-Air Personality and Board Operator

**Maintenance**

Find a New Job

Choose your next career
S.E. Iowa's #1 Advertising Source for New Jobs

GENERAL

**Welding Positions**

*Immediate Openings at*
**Mediapolis Fast Break**
Cashiers and Management
Full and part time • Flexible schedules
Starting @ $9/hour
Guaranteed pay increase after 90 days
Benefit package for full time employees
FAST BREAK

## Jobs @ Titan Broadcasting

**From:** Jobs @ Titan Broadcasting <jobs@titanburlington.com>
**Sent:** Monday, October 17, 2016 1:05 PM
**To:** 'Sarah.Goblirsch@uni.edu'; 'sdevans@eicc.edu'; 'phylis.eagle-oldson@corporate.ge.com'; 'mibtp@pacbel.net'; 'mbrennan@awrt.org'; 'mbecker@iastate.edu'; 'kitzmanp@central.edu'; 'PaHeck@ilstu.edu'; 'lisaslater@augustana.edu'; 'Jridgway@iwd.iowa.gov'; 'J.Bruns@iw.edu'; 'Heather@BEAweb.org'; 'harrisc@bhc.edu'; 'career@Luther.edu'; 'WolfeAngelaD@sau.edu'; 'dpatten@coe.edu'; 'Linda.Scott@iowa.gov'; 'cbeahl@Kaplan.edu'; 'Annette.Watson@Drake.edu'; 'Aberthold@iwcc.edu'; 'Crystal-Stockdale@uiowa.edu'; 'careerservices@wmpenn.edu'; 'Gallaghere@bvu.edu'; 'Derek.Solheim@wartburg.edu'; 'Sstearns@grandview.edu'; 'McDanielsR@Missouri.edu'; 'Hawkins@grinnell.edu'; 'career@clarke.edu'; 'careers@dmacc.edu'; 'jOlson2@Kaplan.edu'; 'kate.childers@hawkeyecollege.edu'; 'Woneil@oppimaelifeservices.com'; 'PollyM@truman.edu'
**Subject:** Job Opening

### On-Air Personality and Board Operator:

Titan Broadcasting is hiring for a full time on-air personality and board operator. We are looking for an energetic, hard-working, motivated individual; that sounds great on the air. Previous radio and production experience a must. Great communication, time management and teamwork skills are also critical for success. Strong computer skills highly recommended. Job duties will include being an afternoon show host, occasional live remote broadcasts, production, and voice tracking.

You'll enjoy the camaraderie of a successful team of professionals, as well as all of the benefits of working for Southeast Iowa's most powerful and prestigious radio stations. Advertisers love us because we deliver results. Can you?

If this sounds like the job for you send your resume and aircheck to 610 North 4th St. Suite 310, Burlington, Iowa or email it to jobs@titanburlington.com.

Titan Broadcasting is an equal opportunity employer

**L.J. Pritchard**
**General Manager**
**TITAN Broadcasting, LLC**
**KBKB-fm 101.7 THE BULL / KGRS The Mix 107.3**
lj@titanburlington.com
**Office: 319-752-2701**
**Fax: 319-752-5287**
**www.linkedin.com/in/ljpritchard/**

This station does not discriminate in the sale of advertising time, and will accept no advertising which is placed with intent to discriminate on the basis of race, gender or ethnicity. Advertiser hereby certifies that it is not buying broadcasting air time under this advertising sales contract for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race, gender, national origin, or ancestry.

Job Title: On-Air Personality Date Filled 10/27/17

# Afternoons in Iowa

by steveking » Mon Sep 18, 2017 1:31 pm

steveking

Posts: 21
Joined: Fri Oct 28, 2016 5:07 pm

Titan Broadcasting is looking to add to our small team in Afternoon Drive.

We are a small, but growing, [illegible] group in a small market that makes money and makes big market radio. Right now we are looking for an afternoon Driver.

We believe in local radio for the future and have been successful in that mantra. We are looking to add your contribution to our team to continue that success and yes, we will pay you for your efforts.

The bottom line is that we are NOT looking for a kind of experience. Sure, we are looking for SOME experience, but enthusiasm and the desires to learn, continue and win are more important. We believe anyone with a breadth of experience, but [illegible].

Here is what we offer to the right person/people:
- A fun, informal work environment where creativity is rewarded.
- [illegible] that means vacations and time off is encouraged without penalty. We want you to be mentally healthy.
- [illegible] in the future with an [illegible] company. We want to reward you [illegible]
- Ability to work independently and as part of a team.
- Willingness to do your job as a team and independently with clearly stated end goals.
- Extremely supportive management for new ideas.
- A management team that has the reputation of listening to all of the qualities that we are looking for.
- Compensation better than average salary [illegible]
- [illegible] to full time.
- [illegible]

The kind of person we are looking has a large number of these qualities:
- Is the kind of an talent that wants to hone their craft.
- Wants to make a difference in the community.
- Not continuously [illegible] opportunities.
- [illegible] to issues, conflicts and contacts in the station company, industry.
- Has a good [illegible] in all they do.
- Knows that Social Media is an outreach tool and to use it and you are ready to [illegible] to make that happen, because radio [illegible] and yet.
- Understands that Podcasting and radio can be married to [illegible]
- Not afraid to get in to get the job done.
- Knows how to make a blog meme work [illegible]
- [illegible] Premiere, Production, Promotions, Sales, Social all speak the same language.
- [illegible] ready to [illegible] you find [illegible] [illegible] the kind of people to help you back from your dreams.
- Understands that the job of the station is too small for beneath you.

We are the different station of radio groups as we know the times have changed and we have embraced what the future may hold. If this sounds exciting to you, send your air check, resume and references in strict confidence to [illegible]

[illegible]
[illegible]

# Invoice # 4709-1

The New Mix 107.3 KGRS
610 N 4th St Suite 310
Burlington IA 52601
319-752-2701

| | |
|---|---|
| Date | 09/16/2017 |
| Sales Person | House Account |
| Terms | Net 30 |

EEO Board Op

TITAN BROADCASTING
ATTN: LJ PRITCHARD
610 N 4TH ST STE #310
BURLINGTON IA 52601

| Date | Description | Times | Qty | Rate | Total |
|---|---|---|---|---|---|
| 09/09/2017 | Employment-Board Op (00:30) | 04:48:32 05:47:15 13:53:46 14:36:21 15:53:53 17:33:26 21:47:07 22:51:32 | 8 | 0.00 | 0.00 |
| 09/10/2017 | Employment-Board Op (00:30) | 02:38:26 03:42:20 06:54:42 07:55:56 12:47:46 18:39:43 22:17:48 23:27:13 | 8 | 0.00 | 0.00 |
| 09/11/2017 | Employment-Board Op (00:30) | 00:41:27 02:41:54 09:51:26 13:49:02 14:49:28 17:47:12 19:49:56 21:51:40 | 8 | 0.00 | 0.00 |
| 09/12/2017 | Employment-Board Op (00:30) | 00:42:45 02:46:52 11:50:38 12:52:19 14:50:12 17:50:06 19:49:10 20:46:34 | 8 | 0.00 | 0.00 |
| 09/13/2017 | Employment-Board Op (00:30) | 01:48:23 03:46:17 07:49:30 10:53:14 13:49:27 16:54:26 19:50:47 20:49:27 | 8 | 0.00 | 0.00 |
| 09/14/2017 | Employment-Board Op (00:30) | 01:44:41 03:46:45 11:51:25 15:51:21 17:44:14 18:51:38 20:46:06 22:50:01 | 8 | 0.00 | 0.00 |
| 09/15/2017 | Employment-Board Op (00:30) | 01:43:58 03:42:37 04:46:46 11:50:46 13:52:26 17:53:25 19:50:50 23:35:04 | 8 | 0.00 | 0.00 |
| 09/16/2017 | Employment-Board Op (00:30) | 01:44:31 05:43:34 07:51:39 14:50:23 16:54:50 17:53:31 20:50:45 23:47:36 | 8 | 0.00 | 0.00 |

| | |
|---|---|
| Subtotal | 0.00 |
| Balance Due | 0.00 |

AFFIDAVIT OF PERFORMANCE: I certify that, in accordance with the official station logs, 64 announcement(s) were broadcast as shown on this invoice.

The above items were broadcast within ten minutes of the times specified according to official station logs affidavit of services rendered.

State Iowa County Of Des Moines
The undersigned having been duly sworn deposes and states that this station in accordance with the above invoice had rendered broadcasting service.

Subscribed and sworn to before me 06/17/2019

MERCEDES YOUNG
Commission Number 779452
My Commission Expires
July 29, 2019

# Invoice # 4709-2

101.7 THE BULL Better Country

101.7 The Bull KBKB-FM
610 N 4th St Suite 310
Burlington IA 52601
319-752-2701

| | |
|---|---|
| Date | 09/16/2017 |
| Sales Person | House Account |
| Terms | Net 30 |
| | EEO Board Op |

TITAN BROADCASTING
ATTN: LJ PRITCHARD
610 N 4TH ST STE #310
BURLINGTON IA 52601

| Date | Description | Times | Qty | Rate | Total |
|---|---|---|---|---|---|
| 09/09/2017 | Employment-Board Op (00:30) | 00:16:40 03:16:43 08:40:14 12:24:33 18:39:35 20:28:50 21:46:23 | 7 | 0.00 | 0.00 |
| 09/10/2017 | Employment-Board Op (00:30) | 03:17:25 04:49:02 08:17:43 09:50:31 16:55:12 19:19:00 22:29:54 | 7 | 0.00 | 0.00 |
| 09/11/2017 | Employment-Board Op (00:30) | 00:16:40 02:15:58 06:24:28 15:34:04 17:55:30 19:45:00 23:45:27 | 7 | 0.00 | 0.00 |
| 09/12/2017 | Employment-Board Op (00:30) | 01:15:40 03:16:01 11:51:21 16:53:35 18:53:47 22:12:50 23:44:17 | 7 | 0.00 | 0.00 |
| 09/13/2017 | Employment-Board Op (00:30) | 04:15:09 05:47:45 08:54:57 15:51:19 18:55:20 20:29:53 21:44:19 | 7 | 0.00 | 0.00 |
| 09/14/2017 | Employment-Board Op (00:30) | 00:15:54 05:15:22 09:55:06 13:53:06 15:52:35 20:12:09 22:11:25 | 7 | 0.00 | 0.00 |
| 09/15/2017 | Employment-Board Op (00:30) | 02:15:07 04:16:56 16:54:21 18:55:37 22:44:20 23:43:23 | 6 | 0.00 | 0.00 |
| 09/16/2017 | Employment-Board Op (00:30) | 02:17:02 05:16:57 08:51:40 10:51:09 18:53:44 21:47:00 23:46:13 | 7 | 0.00 | 0.00 |
| | | | Subtotal | | 0.00 |
| | | | Balance Due | | 0.00 |

AFFIDAVIT OF PERFORMANCE: I certify that, in accordance with the official station logs, 55 announcement(s) were broadcast as shown on this invoice.

The above items were broadcast within ten minutes of the times specified according to official station logs affidavit of services rendered.

State Iowa County Of Des Moines

The undersigned having been duly sworn deposes and states that this station in accordance with the above invoice had rendered broadcasting service:

Subscribed and sworn to before me 06/17/2019

MARCELES POLINO
Commission Number 779462
My Commission Expires
July 22, 2019

Radio Commercial 9/05/2017

Titan Broadcasting is hiring for a full time on-air personality and board operator. We are looking for an energetic, hard-working, motivated individual; that sounds great on the air. Previous radio and production experience a must. Great communication, time management and teamwork skills are also critical for success.

If you are qualified for this position please send your resume and aircheck to 610 North 4th St. Suite 310, Burlington, Iowa or email it to jobs@titanburlington.com.

Titan Broadcasting is an equal opportunity employer

Job Title: On-Air Personality Date Filled 8/15/18




Attention: Podcasting

Posted by Jeffrey Fox | Friday, 15 Oct 2010 at 08 am

Fox Broadcasting is looking to add to our sales team of the already leading country station KOST The Bull, for afternoon drive.

We are a small, but growing, local radio group in a small market that makes money and makes big market radio. Right now we are looking for an afternoon driver.

We believe in "local radio for the future" and have been successful with that mantra. We are looking to add your contributions to our team to continue that success, and yes we will gladly give you credit for your ideas!

The best part is that we are NOT looking for a list of experience. Sure, we are looking for some experience, but attitude and the desire to learn, contribute and win are more important. We also want someone with a breadth of experience, but not too much.

Here is what we offer to the right person, people:
- A fun, informal, work environment, where creativity is rewarded
- A TRY mentality, with some boundaries, yes, that means racist and sexist jokes are out, without certainty, we want you to succeed.
- If you want to be a leader, there is in the future with another company, we want to help you get there.
- Ability to work independently, and as part of a team
- Willing to do your job as a team and independently, with clearly stated and good
- Extremely supportive management for new ideas
- A management team that has the reputation of possessing all of the qualities that we are looking for
- Competitive (better than average salary, OTE
- Insurance (for future time)
- Low cost of living
- 401k

The kind of person we are looking has a large number of these qualities:
- Is the kind of an talent that wants to hone their craft
- Wants to make a difference in the community
- You don't see barriers, only opportunities
- You have solutions to issues, problems and concerns for the station/company/industry
- You accept accountability in all that you do
- You know that Social Media is an outreach for radio to grow and you have ideas on how to make that happen, because radio hasn't done it well enough yet.
- The belief that Podcasting and radio can be married to win
- Not afraid to get dirty, to get the job done
- You know how to make a blog, meme, post go viral
- You and Audition, Premiere, Photoshop, Wordpress, Snapchat, etc. speak the same language
- You are willing to stick with us for at least 2 years (or more, if you like it then, when you are ready to move on, we will help you find work to land your next gig without pushing you out the door. We not are the the kind of people to hold you back, if you found a team)
- Understanding that no job at the station is too small or beneath you.

We are a little different than a lot of radio groups, as we know that times have changed and we have embraced what the future may hold. If this sounds exciting to you, send your resume to it does not have to be Country. Any format is welcome. Resume and references, in strict confidence, to the address throughout our

premiere

# Invoice # 5756-1

The New Mix 107.3 KGRS
610 N 4th St Suite 310
Burlington IA 52601
319-752-2701

| | |
|---|---|
| Date | 06/30/2018 |
| Sales Person | House Account |
| Terms | Net 30 |

Employment - Full Time

TITAN BROADCASTING
ATTN: LJ PRITCHARD
610 N 4TH ST STE #310
BURLINGTON IA 52601

| Date | Description | Times | Qty | Rate | Total |
|---|---|---|---|---|---|
| 06/20/2018 | Full Time Board Op (00:30) | 04:47:02 06:55:08 10:51:45 13:50:25 17:52:51 | 5 | 0.00 | 0.00 |
| 06/21/2018 | Full Time Board Op (00:30) | 07:53:31 08:56:41 09:50:51 10:52:56 17:50:25 | 5 | 0.00 | 0.00 |
| 06/22/2018 | Full Time Board Op (00:30) | 09:53:15 12:49:01 13:54:09 15:50:32 18:50:13 | 5 | 0.00 | 0.00 |
| 06/23/2018 | Full Time Board Op (00:30) | 11:50:27 14:32:02 16:48:53 20:55:38 23:55:00 | 5 | 0.00 | 0.00 |
| 06/24/2018 | Full Time Board Op (00:30) | 05:48:32 10:49:50 12:48:57 13:52:22 18:59:26 | 5 | 0.00 | 0.00 |
| 06/25/2018 | Full Time Board Op (00:30) | 11:49:00 13:48:08 16:54:37 17:48:58 23:50:03 | 5 | 0.00 | 0.00 |
| 06/26/2018 | Full Time Board Op (00:30) | 06:52:03 10:49:03 11:46:26 14:49:05 17:49:55 | 5 | 0.00 | 0.00 |
| 06/27/2018 | Full Time Board Op (00:30) | 04:45:37 06:52:07 07:53:42 14:51:13 17:50:14 | 5 | 0.00 | 0.00 |
| 06/28/2018 | Full Time Board Op (00:30) | 06:54:55 07:50:21 08:58:12 12:49:31 18:50:42 | 5 | 0.00 | 0.00 |
| 06/29/2018 | Full Time Board Op (00:30) | 08:53:37 09:52:22 10:52:34 12:54:56 14:49:52 | 5 | 0.00 | 0.00 |
| 06/30/2018 | Full Time Board Op (00:30) | 05:45:00 06:50:32 15:48:27 17:48:04 23:54:35 | 5 | 0.00 | 0.00 |

| | |
|---|---|
| Subtotal | 0.00 |
| Balance Due | 0.00 |

AFFIDAVIT OF PERFORMANCE: I certify that, in accordance with the official station logs, 55 announcement(s) were broadcast as shown on this invoice.

# Invoice # 5756-1

The above items were broadcast within ten minutes of the times specified according to official station logs affidavit of services rendered.

State Iowa County Of Des Moines
The undersigned having been duly sworn deposes and states that this station in accordance with the above invoice had rendered broadcasting service.

Subscribed and sworn to before me 06/17/2019

MERCEDES YOUNG
Commission Number 779463
My Commission Expires
July 22, 2019

# Invoice # 5756-2

101.7 The Bull KBKB-FM
610 N 4th St Suite 310
Burlington IA 52601
319-752-2701

| | |
|---|---|
| Date | 06/30/2018 |
| Sales Person | House Account |
| Terms | Net 30 |

Employment - Full Time

TITAN BROADCASTING
ATTN. LJ PRITCHARD
610 N 4TH ST STE #310
BURLINGTON IA 52601

| Date | Description | Times | Qty | Rate | Total |
|---|---|---|---|---|---|
| 06/20/2018 | Full Time Board Op (00:30) | 06:55:19 07:57:36 09:55:05 15:51:47 18:53:10 | 5 | 0.00 | 0.00 |
| 06/21/2018 | Full Time Board Op (00.30) | 06:55:36 08:56:04 14:26:10 16:50:31 20:32:59 | 5 | 0.00 | 0.00 |
| 06/22/2018 | Full Time Board Op (00:30) | 07:55:23 08:53:10 11:51 26 13:50:09 16:51:03 | 5 | 0.00 | 0.00 |
| 06/23/2018 | Full Time Board Op (00:30) | 07.52 12 11:53:08 16:50:51 18.50:29 22:44:26 | 5 | 0.00 | 0.00 |
| 06/24/2018 | Full Time Board Op (00.30) | 12:50:30 13:47:26 15:49:47 16:48.28 22:43:25 | 5 | 0.00 | 0.00 |
| 06/25/2018 | Full Time Board Op (00:30) | 06:43:51 07:46:39 10:22:17 11:51.51 18:52:07 | 5 | 0.00 | 0.00 |
| 06/26/2018 | Full Time Board Op (00:30) | 07:55:58 08:54:32 11:52.53 15:51:33 16:51:15 | 5 | 0.00 | 0.00 |
| 06/27/2018 | Full Time Board Op (00:30) | 06:57:04 10:23:50 12:26.32 15:51:40 18:50:27 | 5 | 0.00 | 0.00 |
| 06/28/2018 | Full Time Board Op (00:30) | 07:57:35 09:49:18 11:51:28 13:53.51 18:52:32 | 5 | 0.00 | 0.00 |
| 06/29/2018 | Full Time Board Op (00:30) | 06:55:10 09:52:13 12:23:15 13:52.40 17:50:57 | 5 | 0.00 | 0.00 |
| 06/30/2018 | Full Time Board Op (00:30) | 11:29:07 12:49:32 14.50.07 15:50:11 17.22:40 | 5 | 0.00 | 0.00 |

| | |
|---|---|
| Subtotal | 0.00 |
| Balance Due | 0.00 |

# Invoice # 5756-2

AFFIDAVIT OF PERFORMANCE: I certify that, in accordance with the official station logs, 55 announcement(s) were broadcast as shown on this invoice.

The above items were broadcast within ten minutes of the times specified according to official station logs affidavit of services rendered.

State Iowa County Of Des Moines

The undersigned having been duly sworn deposes and states that this station in accordance with the above invoice had rendered broadcasting service.

Subscribed and sworn to before me 06/17/2019

Commission Number 779462
My Commission Expires
July 22, 2019

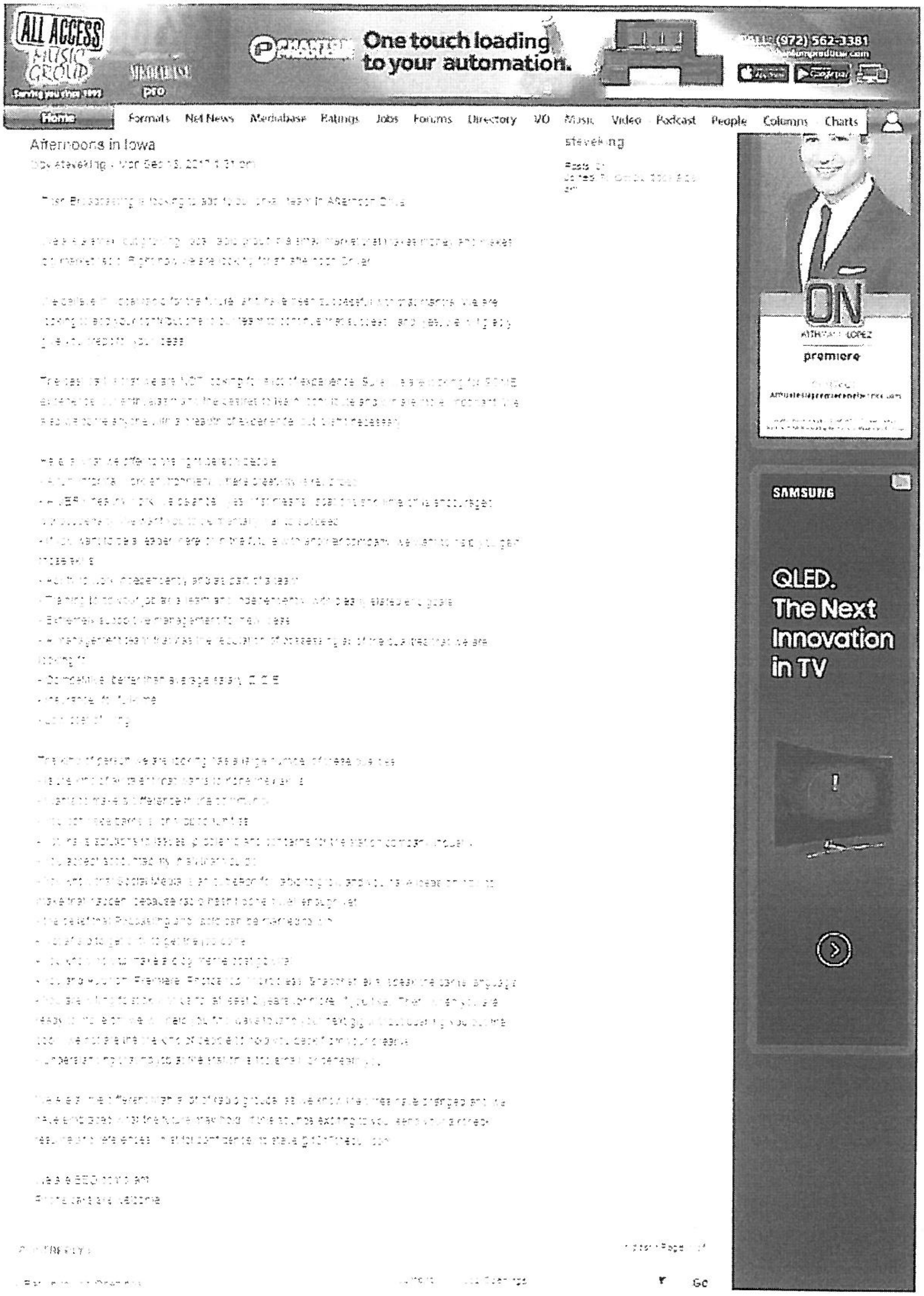
Radio Commercial 6/15/18

Titan Broadcasting is hiring for a full time on-air personality and board operator. We are looking for an energetic, hard-working, motivated individual; that sounds great on the air. Previous radio and production experience a must. Great communication, time management and teamwork skills are also critical for success.

If you are qualified for this position please send your resume and aircheck to 610 North 4th St. Suite 310, Burlington, Iowa or email it to jobs@titanburlington.com.

Titan Broadcasting is an equal opportunity employer

Job Title: On-Air Personality Date Filled 9/17/18



## Afternoons in Iowa

steveking

**Exhibit 3**

THE NEW Mix 107.3 KCRS

TITAN BROADCASTING

101.7 THE BULL Better Country

10/1/17

Titan Broadcasting of Burlington, IA (located 45 miles from the campus of WIU) is looking for 1 to 2 interns to gain real world experience in the radio side of the entertainment world. With our company, we will give you the opportunity to contribute to what we do...and yes, we are very good at giving you the credit you deserve for your ideas.

We want to help you gain real world experience that translates well on your resume. We will walk you through the areas of copy-writing, production, website development, social media, podcasting, music scheduling, sales, promotions and on-air presentation (to name a few of the things we do) with real world tools to get the job done. We will help you set markers for achievement with clearly stated goals and guidelines and work with you to attain them.

If you want the real world experience that employers request, we want to help you gain that. If you are dedicated, the staff of Titan Broadcasting will be more than happy to help you build your network to your next job. We also will tailor your training to the areas in which you excel, once you have had a broad view of what we do.

If you aren't afraid to get dirty, work independently or with a team and want to be on the air with one (or both) of our radio stations, we would love to have you apply with Titan Broadcasting.
To apply:

Email your resume to:
Operations Manager: Steve King (steve@1017thebull.com)

Or Mail it to:
Steve King: Operations Manager
Titan Broadcasting
610 N. 4th St., Ste 310
Burlington, IA 52601

Titan Broadcasting is an Equal Opportunity Employer.

If you have questions, feel free to call: (319) 752-2701

**TITAN BROADCASTING**
610 N. 4th St. Suite 310
Burlington, IA 52601
Office: 319.752.2701 Fax: 319.752.5287

**Amy Burkhart**

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**From:** [redacted]
**Sent:** Thursday, November 09, 2017 8:31 AM
**To:** amyburkhart@titanburlington.com
**Subject:** Winter intern

Hi Ms. Burkhart,

My name is Yu-Chuan. Sorry for just contacting you now. Thank you very much for giving me an opportunity to intern at Titan Broadcasting!
Lisa told me you're one of the largest radio stations in Southeast Iowa. I really appreciate it! This is going to be my first internship and I am looking forward to it.

What attire would I need to be wearing? Are there any material I can read over first? How to prepare myself? What's the job scope? and how's the culture like working there?

Best regards,
Yu-Chuan Liu

# [Yu-Chuan Liu]

[[redacted]] | [[redacted]]

*Green card holder thus can work legally in the U.S. no need to worry about work visa

## Objective

[To gain experience in Marketing and advertising]

## Education

- [Michigan State University, East Lansing, MI]
- [Senior] | [Degree anticipated May 2018]
- [Advertising Management B.S.]
- [Digital Analytics course, Dean's list]

## Experience

[May 2017] – [August 2017]

[] | [Zonbix Enterprise Co. Ltd.| [Kaohsiung, Taiwan]

[During the summer I did some work at Zonbix including quality control inspection, quoting prices for potential customers as well as participating in website design update discussion]

Marketing Internship
Titan Broadcasting
12/18/17-1/05/18

"James"
Yu-Chuan Liu

Objective: to give intern real-world marketing and advertising experience

Projects and Tasks:

Restaurant Week

1. Find and study other restaurant week's online presence
    a. Locations, deals, execution, time of year etc.
2. Analyze our entrants into 2017 Restaurant Week Prize drawing
    a. How many, location, email addresses

Compare/Contrast other radio stations broadcast and digital offerings

1. Station wattage, community size, location
2. Broadcast rates
3. Ownership
4. Website
5. Facebook Presence, # of likes, use
6. Digital offerings and pricing

Market Census Informational Profile

Attend and Observe Sales Marketing Appointments

Other ideas:
Identify and monitor competitors

1. Who is advertising?
2. Promotions
3. Good Ideas / Weaknesses

Put together current general info sheet for radio

1. Facts and figures
2. Articles
3. Using Broadcast/Digital together

Compile a full sales package for Titan stations

**TITAN BROADCASTING**
610 N. 4th St. Suite 310
Burlington, IA 52601
Office: 319.752.2701 Fax: 319.752.5287

## L.J. Pritchard

**From:** Amy Burkhart <amyburkhart@titanburlington.com>
**Sent:** Tuesday, November 21, 2017 2:39 PM
**To:** 'liuyuch7'
**Cc:** LJ Pritchard
**Subject:** Internship with Titan Broadcasting

James,

Thanks for taking time to speak with me today. I am pleased to offer you the position of Intern at Titan Broadcasting. As we discussed on the phone, this three week experience is unpaid.

We look forward to having you on board and exposing you to various aspects of the radio advertising field.

We will plan on your internship being from 12/18-1/5 and will plan on you working Monday through Friday from 9 am to 5 pm during that period, except for Christmas Day and New Year's Day.

Our offices are located at 610 N. 4th in Burlington, Iowa – The River Park Place Building, on the 3rd floor.

I look forward to seeing you on December 18th!

Amy Burkhart

**Amy Burkhart**
**Marketing Consultant**
**TITAN Broadcasting, LLC**
**KBKB-fm 101.7 THE BULL / KGRS The Mix 107.3**
AmyBurkhart@titanburlington.com
**Office: 319-752-2701**
**Cell: 319-850-0055**
**Fax: 319-752-5287**

New! Mix 107.3 KGRS | TITAN BROADCASTING | 101.7 THE BULL Better Country

January 5, 2018

To Whom It May Concern:

I had the pleasure of supervising Yu-Chuan Liu during a three week internship during his holiday break from college of December 2017/January 2018.

He worked as a marketing intern with our company. During his time here, he was assigned to work on several projects including researching and compiling demographic data about our market, analyzing radio contest entries from 2017, researching a new Restaurant Week promotion, and collecting information about competing media outlets in our market.

Yu-Chuan was able to work independently with little supervision. He asked appropriate questions and used the information he obtained to continue his work autonomously. In an abbreviated amount of time, he accomplished a great deal. He took it upon himself to offer to create a PowerPoint summarizing his work here. In the PowerPoint he compiled many forms into data he had collected into graph form which will be very useful by our management team as we look at our sales processes and collateral pieces.

Yu-Chuan was very polite, built a positive rapport with fellow employees and always came to work dressed appropriately.

I believe Yu-Chuan Liu has a bright future and will be well suited for a career in marketing if he so chooses.

Sincerely,

Amy Burkhart

Amy Burkhart
Marketing Consultant
Titan Broadcasting

TITAN BROADCASTING
610 N. 4th St. Suite 310
Burlington, IA 52601
Office: 319.752.2701 Fax: 319.752.5287

**L.J. Pritchard**

**From:** ENS Media ? Radio Sales Training <no-reply@wensmedia.com>
**Sent:** Wednesday, June 15, 2016 4:05 PM
**To:** lj@titanburlington.com
**Subject:** Your Sales Training Account Information

## Your Sales Training Account Information

Welcome to the Qualified Radio Marketing Consultant Training Course, produced and developed by ENS Media Inc. The content of this program is challenging, but the unique combination of fast-paced videos and written material for each class makes learning quick and easy.

The workbooks are designed to help assist you with completing the quiz at the end of each class. Be sure to print them before beginning the class, fill in the blanks, and make notes.

Be sure you to complete all quizzes after each class.

Below, you will find a link, as well as your username and password, to access classes. If you have any questions or problems, please contact Angela Barrey at 705 484-9993, or angela@wensmedia.com. We're available 9:00 AM - 5:00 PM Eastern Time (UTC 05:00)

**Email Address:** lj@titanburlington.com
**Password:** Burlington

Upon signing in, please ensure to review the very first module, titled **Course Instructions** to help you easily navigate the system and understand the course requirements.

We look forward to your successful completion of the certification.

**Log In to your Account**

## L.J. Pritchard

**To:** Angela Barrey (ENSMedia Inc.)
**Subject:** RE: video training schedule

**From:** Angela Barrey (ENSMedia Inc.) [mailto:angela@ensmedia.ca]
**Sent:** Thursday, June 16, 2016 8:01 AM
**To:** lj@titanburlington.com
**Subject:** video training schedule

Good morning, LJ
Ok I've signed everyone up and they'll get their sign in information today.
I think Wayne mentioned to watch the videos in your sales meetings. Please encourage them to do the quizzes right after or you can do them all together.
Make sure you print the workbooks out for them so they can make notes while viewing the video.
I also suggest that you get everyone binders so they have a place to keep their notes and workbooks

Week 1 - http://www.wensmedia.com/soundadvice/top-10-ways-make-money
Week 2-21 QRMC Course
Week 22-26 - ROI series 4 part series http://www.wensmedia.com/soundadvice/monthly-training-videos
Week 27 – WRITTEN PRESENTATIONS
Week 28 - HOW THE BEST PROSPECTORS STRIKE IT RICH
29 - BUYER STYLES
30 - WHY RADIO WHY ADVERTISE
31 - SELLING MORE 52 WEEK BUSINESS
32 -HOW TO MAKE COLD CALLS
33 -WRAP UPS & POST CAMPAIGN ANALYSIS
34 - TEN WAYS TO SELL MORE STATION PACKAGES
35 - MAGIC FORMULAS
36 -GUIDED DISCOVERY SELLING
37 -THE MARKETING FUNNEL
38 -THE ROLE OF ROLE PLAYS
39 -EFFECTIVE NETWORKING
40 -WHAT TO DO AFTER NO
41 -CREATING STRATEGIC MARKETING ALLIANCES
42 -USING THE MEDIA TRIFECTA EFFECTIVELY
43 -BECOMING A MASTER QUESTIONER
44 -WHAT'S NEW? SELLING THE SELLERS
45 -RADIO IN THE NEW MEDIA ENVIRONMENT

Cheers,
Angela
ENSMedia Inc.
705-484-9993
angela@ensmedia.ca or
angela@wensmedia.com

**Exhibit 4**

## EEO Outreach Initiatives:

**iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;**
**Date of Initiative**: 4/22/2017
**Initiative Description /Participation:** Sponsorship of Southeast Iowa Regional Science, Technology, Engineering, and Math Festival (STEMFest). STEMFest exposes kids and adults to careers and opportunities in STEM-related fields through hands-on activities led by exhibitors across the region. Participants explore STEM careers through robotics and healthcare simulations as well as electronics and renewable energy exhibits.
**Names & Positions of station personnel involved/in attendance**: John Pritchard, General Manager

**(viii) Establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions;**
**Date of Initiative:** 6/30/2016 to 10/31/2016
**Initiative Description /Participation:** We incorporated the QRMC (Qualified Radio Marketing Consultant) training course established by ENSMedia Inc. into our weekly sales meetings. QRMC training included 20 videos each approximately 10 minutes long on different radio marketing topics. Following the training, each individual would take a quiz to gauge comprehension. The four individuals involved completed the training and received certification as a Qualified Radio Marketing Consultant.
**Names & Positions of station personnel involved/in attendance**: John Pritchard, General Manager, Amy Burkhardt, Marketing Consultant, Pat Curtis, Marketing Consultant, Rikki Garrett, Marketing Consultant.

**(iv) participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.**

**Date of Initiative**: 2/23/18
**Initiative Description /Participation:** Station Tour given to a group of students with disabilities, Mrs. Moreira's Class, from Blackhawk Elementary School. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc.
**Names & Positions of station personnel involved/in attendance**: Steve King, Program Director. Landon Mitchell, On-Air personality, Mercedes Young, Production Director.

**Date of Initiative**: 3/12/18
**Initiative Description /Participation:** 2018 Career Fair at Southeaster Community College. Steve King presented to groups of Fifth Grade students from Burlington Community Schools. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc
**Names & Positions of station personnel involved/in attendance**: Steve King, Program Director.

**Date of Initiative**: 5/18/18
**Initiative Description /Participation:** Jonathan Kibbling participated in a day long Job Shadow with multiple radio station staff. He was also given the opportunity for some hands on experience using radio station equipment. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc.
**Names & Positions of station personnel involved/in attendance**: Steve King, Program Director. Jason Ehlfeldt,, On-Air personality Steve Parker, On-Air personality, Landon Mitchell, On-Air personality, Mercedes Young, Production Director.

**Date of Initiative**: 5/11/18
**Initiative Description /Participation:** Presentation to the Insight Partnership Group and presented to a group of special needs adults on radio and careers in radio. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc

**Names & Positions of station personnel involved/in attendance**: Steve King, Program Director. Mandi Michaels, On-Air personality, Rikki Garrett, Marketing Consultant.
**(v)** The establishment of an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.

**Date of Initiative**: 12/18/17 – 1/5/18
**Initiative Description /Participation:** Yu-Chuan Liu (James) spent three weeks with Titan Broadcasting as a marketing intern. James spent time with our staff learning ways in which Titan Broadcasting markets ourselves using broadcast radio, social media, and other mediums. He also helped our staff collect data about the area we serve, so that we can better know our community and target demographic. James left with a better understanding of multi-media marketing.

**Names & Positions of station personnel involved/in attendance**: Mercedes Young, Production Director, Steve King, Program Director, Amy Burkhart, Marketing Consultant, L.J. Pritchard, General Manager.

**(viii) Establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions;**

**Date of Initiative**: 6/21/2018
**Initiative Description /Participation:**
"Progressive Discipline, Drug Tests, & Terminations" – Kelly reviews the proper steps when taking progressive discipline, and termination as well as, outlining proper protocol for drug testing. This hour long webinar included real world examples on HR issues that you may find in the workplace. Also they gave resources to reference if necessary.
***Presented by*** Kelly Augustine, Two Rivers Insurance

**Names & Positions of station personnel involved/in attendance**: Mercedes Young, Production Director, Steve King, Program Director.

**(xiv) Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

**Date of Initiative**: 6/22/2017
**Initiative Description /Participation:**
SOCIAL MEDIA IN THE WORKPLACE - Gene reviews social media policies-uses and abuses in the workplace...examining the position of federal agencies on social media policies, as well as employer rights and remedies when employees Snap, Post, and Tweet inappropriately.
***Presented by*** Gene LaSuer, Davis Brown Law Firm

**Names & Positions of station personnel involved/in attendance**: John Pritchard, General Manager.