

**KMCD(AM) & KKFD-FM
EEO PUBLIC FILE REPORT
October 1, 2018-September 30, 2019**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	3-7	3

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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	Wartburg College Waverly, IA Dalissa Larson Dalissa.larson@wartburg.edu (319) 352-8609	NO	0
2	Broadcast Center St. Louis, MO Don placement@broadcastcenterinfo.com (314) 647-8181	NO	0
3	Word-of-Mouth Referral	NO	2
4	Iowa Broadcasters Association Des Moines, IA Iowabroadcasters.com (515) 224-7237	NO	0
5	Alpha Media Careers Website www.alphamediausa.com/careers/	NO	0
6	On-Air Announcements (<i>one or more SEU stations</i>)	NO	0
7	Indeed.com (<i>automated posting from Alpha Media careers website</i>)	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On April 10, 2019, our SEU hosted approximately 10 students from Fairfield’s Future Business Leaders of America Program. Station participants included our Market Manager, Sports Director, News Director and Program Director, who spoke with the students regarding the education and skills required for a career in broadcasting.
2	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On April 18, 2019, our SEU participated in the Southern Iowa Career Fair at Hellyer Student Life Center, IHCC Main Campus in Ottumwa, IA. Our Program Director attended the event and spoke with interested attendees about careers in broadcasting.
3	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On May 1, 2019, our SEU participated in the Fairfield Area Career Fair and Application Day at Fairfield High School in Fairfield, IA. Our Program Director spoke with approximately 50 students (2 sessions of 25 students each) from Fairfield High School (9 th – 12 th) & Maharishi School (11 th – 12 th) regarding careers in broadcasting