

KMCD-AM/KKFD-FM, Fairfield, IA

2/10/14 - 9/30/14*

[illegible]

* The stations in this employment unit were acquired by Digtity Media, LLC ("Digtity") on February 10, 2014. This report covers the portion of the reporting period these stations have been owned by Digtity.

**** See Attached List of Recruitment Sources for Contact Information**

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Station Advertising 57 S. Court - Fairfield, IA	Tammy Jones 641-472-4191	0	N
2	Brown College 1345 Medota Heights Rd - Medota Heights, MN	Beth Mathiason 641-905-3548	0	N
3	Iowa Broadcasters (IBAJobs.com) IBA Jobs.com	Sue Toma 515-224-7237	0	N
4	Broadcast Center 2360 Hampton Ave - St. Louis, MO	Kara Savio 314-647-8181	0	N
5	AirTalents.com	webmaster@airtalents.com	0	N
6	Missouri Broadcasters Association 1025 Northeast Drive - Jefferson City, MO 65109	Mark Gordon 573-636-6692	0	N
7	ExploreSiowa.com 57 S. Court - Fairfield, IA	Tammy Jones 641-472-4191	0	N
8			0	
9				

Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2/11/2014	Training to management	Broadcast1Source webinar	<p>Took part in an EEO webinar, hosted by Broadcast1Source on Wednesday, March 5th. During this 90-minute workshop, Broadcast1Source—an online EEO Compliance System—provided training on the essential functions of its system, including:</p> <ul style="list-style-type: none">• Recruiting source details, and entitled status of sources• Creating and notifying job vacancy notices• Recording recruitment for interviewed candidates• Managing outreach initiative details, such as job fairs and internships• Conducting Self Assessments• Running EEO Public File Reports	Tammy Jones