

## **EEO PUBLIC REPORT**

1) EMPLOYMENT UNIT: JOMAST Corporation – Oskaloosa, Iowa

2) UNIT MEMBERS:

KMZN AM: CITY OF LICENSE: OSKALOOSA, IA.

KBOE FM: CITY OF LICENSE: OSKALOOSA, IA.

3) EEO CONTACT INFORMATION FOR ALL UNIT MEMBERS:

Rick Watts

2172 230<sup>th</sup> Street, P.O. Box 380

Oskaloosa, IA. 52577

(641) 673-3493

[rwatts@kboeradio.com](mailto:rwatts@kboeradio.com)

- It is the policy of JOMAST Corporation to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, or any characteristic protected by law, in all person actions.
- If your organization distributes information about employment opportunities to job applicants or refers applicants to employers, and would like to receive job vacancy notices for JOMAST Corporation, please provide us with the name, mailing address, e-mail address (if applicable), telephone number, fax number, and contact person and identify the category or categories of vacancies for which you would like information.

**EEO PUBLIC FILE REPORT  
OCTOBER 1, 2017 –SEPTEMBER 30, 2018**

**I. Employment Unit: KMZN (AM), and KBOE-FM, Oskaloosa, IA**

**II. Vacancies filled in period:**

Job Title	Hire Date	Recruitment Sources	Referred By
News/Sports Director	7/18/2018	1,2,3,4,7,8,13,14	Sportscasters Talent Agency of America
Office Manager	6/25/2018	1,2,4,5,6,12	Company Referral

**III. Recruitment Sources**

Number	Name and Information	Entitled to Notification	Total Applicants Referred By
1	KBOE Website Rick Watts 2172 230 <sup>th</sup> Street Oskaloosa Ia. 52577 641-673-3493	N	
2	Mahaska Website Julie Montgomery 1407 17 <sup>th</sup> Avenue E. Oskaloosa, IA 52577 641-673-3481	N	6 N/S 1 OM
3	Iowa Broadcasters Association Website (Online submission)	N	4 N/S
4	Sportscaster Talent Agency of America Jon Chelesnik, CEO 949-648-7822 (Online submission)	N	7 N/S
5	AllAccess Website (Online submission)	N	
6	iHireBroadcasting Website (Online submission)	N	
7	Career Builder Website (Online submission)	N	2 OM
8	Indeed.com Website (Online submission)	N	26 N/S

9	Manpower 320 E. Main Street Ottumwa, IA. 52501 Savannah Archer 641-682-0045	N	3 OM
10	Company Referral	N	1 OM
11	Word of Mouth	N	
12	Iowa Vocational Rehabilitation Services Colette Schippers 15260 Truman St. Suite 4 Ottumwa, IA 52501 641-682-7569	N	1 OM
13	Iowa Workforce Development 15260 Truman St. Suite 4 Ottumwa, IA 52501 641-684-5401	N	
14	LinkedIn Jobs Website (Online submission)	N	3 N/S
		Total Interviewees for 1 <sup>st</sup> Position 2 <sup>nd</sup> Position	4 2
		Total Applicants for 1 <sup>st</sup> Position 2 <sup>nd</sup> Position	46 8

#### **IV. Recruitment Initiatives**

- a. For the second year in a row, we have collaborated with the Oskaloosa High School audio-video program to produce and air live High School sporting event coverage. Our stations have provided equipment and engineering services to “wire” the OHS auditorium for streaming video and radio broadcasts of High School basketball and volleyball games. In addition, we provide personnel to supervise, train and provide guidance to student directors, technicians and camera operators for broadcasts at the OHS auditorium as well as the Lacy Sports Complex and the OHS baseball and softball facilities. For away games, we provide all equipment and technical support for streaming video and radio broadcasts, again, produced in a good part by OHS students.
- b. For the second year in a row, we have provided training, the facility and airtime for the Indian Power Hour, an hour long radio program aired Saturday mornings on KMZN. The program is produced and hosted exclusively by Oskaloosa High School students and is programmed to provide content of interest to OHS students, family and staff.
- c. For the second year in a row, we provided both intern and part-time employment opportunities for students enrolled in the Digital Communications program at William Penn University in Oskaloosa, Iowa. Additionally, General Manager Rick Watts served as a guest lecturer at a radio broadcast class at William Penn. During the presentation, Watts answered questions and discussed opportunities for internships and employment.
- d. On May 8, 2018, station personnel, Kate Sterner and Hailey Brown participated in the IowaWorks Job Fair at Penn Central Mall in Oskaloosa Iowa where they fielded questions and provided information about employment in the radio broadcasting industry.