

KIAQ, KKEZ, KTLB, KVFD, KWMT, KXFT, KZLB**EEO PUBLIC FILE REPORT****October 1, 2013 - September 30, 2014****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 5-8	5
Account Executive	1, 4-8	4
Receptionist	1, 3, 5-8	3
Account Executive	5, 8	5
Account Executive	2-3	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Iowa Url : http://allaccess.com Career Services Manual Posting	N	0
2	Application already on file	N	2
3	Employee Referral	N	2
4	Former Employee Referral	N	1
5	Fort Dodge Radio On Air Ad 200 N 10th St Fort Dodge, Iowa 50501 Phone : 515-955-5656 Email : sgossweiler@ftdodge.threeeagles.com Steve Gossweiler	N	6
6	Fort Dodge Radio Website Ad 200 N 10th St Ft Dodge, Iowa 50501 Phone : 515-955-5656 Url : http://yourfortdodge.com Steve Gossweiler Manual Posting	N	0
7	Iowa Central Community College One Triton Cir Ft Dodge, Iowa 50501 Phone : 515-574-1910 Email : careerservices@iowacentral.edu Sara Condon	N	0
8	Iowa Workforce Developmet 3 Triton Circle Fort Dodge, Iowa 50501 Phone : 515-281-5387 Url : http://www.iowaworkforce.org/ Fax : 1-515-955-1420 Career Services	N	10
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/7/2013	Participation in job banks, internet programs and other programs designed to promote outreach	Three Eagles of Fort Dodge participates in an Iowa Central Community College broadcasting course throughout the year.	7	On Air Personality	1.00
2	10/7/2013	Establishment of a mentoring program	Pat Kolar conducted "Seller Training" 3 days per week for 12 weeks, one hour per day.	7	Director of Sales	1.00
3	1/21/2014	Participation in Job Fairs	Pat Kolar and Steve Gossweiler participated in a Job Fair at Iowa Central Community College. Anyone looking for employment was invited to attend.	7	Director of Sales General Manager	0.25
4	2/19/2014	Participation in job banks, internet programs and other programs designed to promote outreach	Three Eagles was invited to attend a Career Day at Fort Dodge High School sponsored by the Fort Dodge Growth Alliance.	7	Director of Sales	1.00
5	3/26/2014	Participation in Job Fairs	Three Eagles Communications of Fort Dodge participated in a local Job Fair at Iowa Central Community College.	7	Director of Sales General Manager	0.25
6	6/17/2014	Establishment of an intern program designed to assist members of the community	Three Eagles Communications of Fort Dodge conducted a programming intern program June 17-June 19, 2014.	7	On Air Personality ICCC Student	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.50