

KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(FM)
EEO PUBLIC FILE REPORT
October 1, 2016-September 30, 2017

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	1-6	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	Alpha Media Careers Website 1211 SW 5 th Avenue Portland, Oregon 97204 Phone: 503-517-6241 Email: karen.iliff@alphamediausa.com Karen Iliff	N	0
2	Indeed.com	N	0
3	Word-of-Mouth Referral	N	2
4	IA Workforce 600 S Pierce Mason City, IA 50401 Phone: 641-422-1543 Denise Aigner Email: denise.aigner@iwd.iowa.gov	N	2
5	Kaplan University 2570 4 th street Mason City, IA 50401 Phone: 641-423-2530 Email: peden@kaplan.edu	N	0
6	On-Air Announcements (one or more SEU stations)	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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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 October 18, 2016, our SEU hosted a student from Clear Lake High School for a job shadowing opportunity. Our Morning Show Host was shadowed by the student during the work day, explaining his job duties and how it impacts station operations as a whole.
2	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On February 28, 2017, our SEU hosted a student from Northwood Kensett High School for a job shadowing opportunity. Our Program Director was shadowed by the student during the work day, explaining his job duties and how it impacts station operations as a whole.
3	Internship Program	From May-August 2017, our SEU hosted a student from Waldorf University for an internship. The intern worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, he was able to assist with on-air broadcasts, production and sales presentations as well as station events, including concerts. He was supervised by our Operations Manager and also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.
4	Host event/program sponsored by or on behalf of an community organization regarding careers in broadcasting	On January 18, 2017, our SEU hosted the Lake Leadership group from Clear Lake Area Chamber of Commerce for a tour. Our General Manager escorted the business people around our facilities to observe the various departments and functions important to a broadcast operation. A question-and-answer period followed the tour.