

**KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2017-September 30, 2018**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
No Full-Time Job Openings Were Filled During This Reporting Period.		

**KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2017-September 30, 2018**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
As Noted in Sec. I, No Full-Time Job Openings Were Filled During This Reporting Period.			

**KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2017-September 30, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Host event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On January 18, 2018, our SEU hosted the Lake Leadership group from the Clear Lake Area Chamber of Commerce for a tour. Our General Manager escorted the group members around our facilities to observe the various departments and functions important to a broadcast operation. A question-and-answer period followed the tour.
2	Participate in job fair	On April 4, 2018, our SEU participated in and served as a media sponsor of the North Iowa Job and Career Fair at North Iowa Area Community College in Mason City, Iowa. Station participants included our General Manager and several Account Executives, who spoke with, and conducted several interviews of, interested attendees.
3	Participate in event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On May 3, 2018, our Operations Manager spoke before a group of 150 members of the Clear Lake Women’s Club at Zion Lutheran Church regarding the radio industry, employment opportunities, staffing needs and industry changes in North Iowa. Our Operations Manager also took questions from the members afterwards.
4	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting.	On May 9, 2018, our Operations Manager spoke at the North Iowa Area Community College Career Day. Students from various high schools throughout North Iowa participated in a session called “Broadcast Opportunities” to find out about careers in radio, what classes they should focus on, job opportunities, etc.