

KIAQ, KKEZ, KTLB, KVFD, KWMT, KXFT, KZLB
EEO PUBLIC FILE REPORT
October 1, 2022 to September 30, 2023

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
On-Air Announcer	1, 2, 5, 6	5

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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	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 URL: http://allaccess.com	N	0
2	On Air Announcements (One or more SEU stations)	N	0
3	SEU Social Media Outreach	N	0
4	Iowa Workforce Development 3 Triton Circle Fort Dodge, IA 50501 Phone: (515) 576-3131 URL: http://www.iowaworkforce.org Email: Catherine.Nelson-Schoon@iwd.iowa.gov Contact: Cathy Nelson-Schoon	N	0
5	Alpha Media Careers Website www.alphamediausa.com/careers	N	2
6	Indeed.com	N	3
7	Word of Mouth Referral	N	0
8	Iowa Central Community College Recruiter	N	0
9	Sportscasters Talent Agency of America	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Management Training	On September 15, 2023 our Market Manager participated in the Alpha Media Webinar covering the requirements of the FCC's EEO rules and expectations provided by Wiley.
2	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting.	During the reporting period, our SEU's Market Manager served as a member of the Broadcasting Advisory Board at Iowa Central Community College. The board meets twice per year. Once during the Fall semester and again during the Spring semester, to design the broadcasting curriculum to ensure students learn the skills needed to succeed in the broadcasting industry.