

**KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023-September 30, 2024**

**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>
Integrated Marketing Consultant	2, 5, 6, 7	7
Integrated Marketing Consultant	2, 5, 6, 7	7

**KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023-September 30, 2024**

**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	<b>All Access Music Group</b> 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : <a href="http://allaccess.com">http://allaccess.com</a> Darren Helton	N	0
2	<b>On Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
3	<b>SEU Social Media Outreach</b>	N	0
4	<b>Iowa Workforce Development</b> 3 Triton Circle Fort Dodge, Iowa 50501 Phone : (515) 576-3131 Url: <a href="http://www.iowaworkforce.org/">http://www.iowaworkforce.org/</a> Email: <a href="mailto:Catherine.Nelson-Schoon@iwd.iowa.gov">Catherine.Nelson-Schoon@iwd.iowa.gov</a> Fax: 1-515-955-1420 Cathy Nelson-Schoon	N	0
5	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers/">www.alphamediausa.com/careers/</a>	N	2
6	<b>www.indeed.com</b>	N	1
7	<b>Word-of-Mouth Referral</b>	N	2
8	<b>Iowa Central Community College Recruiter</b>	N	0
9	<b>Sportscasters Talent Agency of America</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			5

**KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2023-September 30, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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 and Operations Manager served as members 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.
<b>2</b>	Participate in events or programs sponsored by or on behalf of an community organization relating to careers in broadcasting	On June 15, 2024, our SEU held an event at the Fort Dodge Historical Foundation Opera House. We enlisted teachers from area schools to invite their students to participate along with running ads across our stations inviting anyone 5-18 to have a booth. Many came up with creative business ideas to showcase that day. We had a booth as well highlighting jobs available in the broadcast industry, and shared information with students who may become interested in the broadcast industry.
<b>3</b>	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	On Sept. 23, 2024. Our GM spoke at our Community College Media Practices 1 class.