

**KGRN(AM), KRTI(FM), KCOB(AM), KCOB-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021-September 30, 2022**

**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>
Account Executive	1-11	1
Production Director	1-11	1

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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	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	N	5
2	<b>Indeed</b> (automated posting from Alpha Media careers website) <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	0
3	<b>Iowa Broadcasters Association</b> <a href="http://iowabroadcasters.com">http://iowabroadcasters.com</a>  <a href="mailto:iowaiba@dwx.com">iowaiba@dwx.com</a> 515-224-7237	N	0
4	<b>Des Moines Area Community College-Newton</b> <a href="http://go.dmacc.edu/newton">http://go.dmacc.edu/newton</a> Julie Van Cleave <a href="mailto:javancleave@dmacc.edu">javancleave@dmacc.edu</a> 641-791-3622	N	0
5	<b>Grinnell College</b> <a href="http://www.grinnell.edu/cls">http://www.grinnell.edu/cls</a> Sue Barnes 641-269-4247	N	0
6	<b>University of Northern Iowa Career Services</b> <a href="https://uni-csm.simplicity.com/employers">https://uni-csm.simplicity.com/employers</a> Sara Smith <a href="mailto:sara.smith@uni.edu">sara.smith@uni.edu</a> 319-273-2746	N	0
7	<b>Goodwill Career Connection Center-Newton</b> Mary Beth Lawson <a href="mailto:marybethl@dmgoodwill.org">marybethl@dmgoodwill.org</a> 641-791-0424	N	0
8	<b>All Access</b> Joel Denver <a href="mailto:Jdenver@allaccess.com">Jdenver@allaccess.com</a> (310) 457-6616	N	0
9	<b>MyIowaInfo.com</b> (station website)	N	0
10	<b>Word-of-Mouth Referral</b>	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Job Fairs</b> ( <i>see Sec. III</i> )	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			7

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	From April 4 through May 13, 2022, our Content Director mentored four Grinnell High School seniors whose Senior Capstone project was about Podcasting. Our Content Director met with the students weekly during the term, advising them on show structure, topics, guest suggestions and formatics. Our Content Director was also the guest on their final show.
<b>2</b>	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	Our Content Director and General Manager participated in “Mock interviews” for high school seniors on Wednesday, April 20, 2022 at DMACC Conference Center. They interviewed students who had indicated an interest in radio or social media. Students were graded on appearance, confidence, eye contact and communication skills. Instructors then shared the information with each of the students to help them improve upon interviewing skills.
<b>3</b>	Internship program	From May 6 to July 12, 2022, our SEU provided a 180-hour internship for an Iowa Central Community College student. The student, supervised by our Content Director, News Director and Sports Director, was able to observe and assist with voice tracking, website content gathering and posting, sports stories and audio editing.
<b>4</b>	Participate in job fair	On Wednesday, May 25, 2022, our SEU participated in a virtual job fair hosted by Newton Development Corporation and Iowa Works. Our SEU helped promote this event in the local community and participated as a local employer, chatting online with job seekers about career opportunities in broadcasting. Station participants included our SEU’s General Manager.
<b>5</b>	Co-host a job fair	On Wednesday, June 8, 2022, our SEU cohosted a job fair with the Marshalltown Chamber of Commerce and Iowa Works. Our SEU helped promote this event in the local community and participated as a local employer, setting up a booth to meet with job seekers about career opportunities in broadcasting. Representing our SEU was a morning show host and an account executive.

6	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	On Wednesday, September 7, 2022, our Production Director was job-shadowed by a Newton High School student that is interested in a radio career. Our Production Director spoke to him regarding the industry, what his job responsibilities entail and how he became interested in the profession. The job shadow was for a media class requiring the student to create ad copy and produce a commercial; which was then accomplished on that day at the radio station.
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