

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2017 - September 27, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Cedar Rapids Open Date: 5/1/2017 Hire Date: 11/14/2017	2, 6, 9, 11-13, 16-18, 20, 25-28, 33, 36	28
Account Executive Cedar Rapids Open Date: 5/1/2017 Hire Date: 12/4/2017	2, 6, 9, 11-13, 16-18, 20, 25-28, 33, 36	28
Account Executive Cedar Rapids Open Date: 11/1/2017 Hire Date: 12/11/2017	2-3, 5, 9, 11-13, 15-16, 18, 22-23, 25-26, 28-29, 31-33, 35-36	28
Account Executive Cedar Valley Open Date: 11/1/2017 Hire Date: 12/18/2017	2, 4-5, 8-9, 11-13, 15-16, 18, 22-23, 25-27, 31-33, 35-36	27
Program Director Open Date: 11/7/2017 Hire Date: 1/8/2018	2, 6, 9, 11-13, 16, 18, 23, 25-26, 31-33, 35-36	6
Receptionist Open Date: 11/7/2017 Hire Date: 12/27/2017	2-3, 5-16, 18, 21-26, 29-37	6
Account Executive Open Date: 6/1/2018 Hire Date: 8/15/2018	1-2, 6, 9, 11-13, 16, 18-19, 23, 25-26, 28, 31-33, 35-36, 38	6

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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	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa 53025 Phone : 515-287-1555 Url : www.aarp.org Fax : 1-515-287-1787 Gay-Ellen Fisher	N	0
2	All Access.com 28955 Pacific Coast Highway Ste #210 Malibu, California 90265 Phone : 310-457-6616 Job Board Manual Posting	N	0
3	Buena Vista College 610 West Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2441 Email : mba@mbaweb.org Fax : 1-712-749-2036 Carol Lytle	N	0
4	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
5	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
6	Employee Referral	N	4
7	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Email : mba@mbaweb.org Fax : 1-515-263-2824 Jim Auther	N	0
9	Greater Cedar Valley Alliance & Chamber 10 West 4th St. Waterloo, Iowa 50701 Phone : 319-232-1156 Wendy Knapp Manual Posting	N	0
10	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Email : mba@mbaweb.org Fax : 1-641-269-4508 Maryls Upah	N	0
11	Hawkeye Community College P.O. Box 8015 Waterloo, Iowa 50704 Phone : 319-296-2320 Career Services Manual Posting	N	0
12	Illinois Center for Broadcasting 455 Eisenhower Lane Suite #200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Carl Jackson	N	0
13	Iowa Broadcasters Association P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Web Master Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
15	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
16	Iowa Workforce Development Center 3420 University Ave. Waterloo, Iowa 54901 Phone : 319-291-2705 ext 310 Lacey IWD Manual Posting	N	0
17	Job Fair	N	1
18	KBBG Radio 918 Newell St. Waterloo, Iowa 50703 Phone : 319-235-1515 Email : bev@kbbg.org Beverly Douglas	N	0
19	Linked In www.linkedin.com 1000 W. Maude Ave Sunnyvale , California Phone : 3193988101 Url : www.linkedin.com Cynthia Lohman Manual Posting	N	0
20	Linked In	N	2
21	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	N	0
23	North Iowa Community College 500 College Dr. Mason City, Iowa 50401 Phone : 641-423-1264 Career Services Manual Posting	N	0
24	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Email : mba@mbaweb.org Fax : 1-712-707-7404 Bill Minnick	N	0
25	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : mpreston@nrgmedia.com Mary Preston	N	0
26	NRG Media, LLC 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-398-8119 Email : mpreston@nrgmedia.com Fax : 1-319-286-9383 Mary Preston	N	0
27	On Air Recruitment Ad	N	3
28	Radio Recruitment Ad	N	9
29	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Email : mba@mbaweb.org Fax : 1-563-333-6243 Jennifer Timmon	N	0

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30	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Email : mba@mbaweb.org Fax : 1-563-589-3419 Deb Clarke	N	0
31	University of Northern Iowa Dept of Communication Studies 326 Lang Hall Cedar Falls, Iowa 50614 Phone : 319-273-2574 Email : christopher.martin@uni.edu Christopher Martin	N	0
32	University of Northern Iowa Dept of Communication Studies 326 Lang Hall Cedar Falls, Iowa 50614 Phone : 319-273-2574 Email : paul.torre@uni.edu Paul Torre	N	0
33	University of Northern Iowa Career Services 102 Gilchrist Hall Cedar Falls, Iowa 50615 Phone : 319-273-6857 Career Services Manual Posting	N	0
34	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Email : mba@mbaweb.org Fax : 1-319-352-8365 Derek Solheim	N	0
35	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Wisconsin Broadcasters Association 44 E. Mifflin St. Suite #900 Madison, Wisconsin 75703 Phone : 608-225-2600 Michelle Vetterkind Manual Posting	N	0
37	Workforce Development Center 1300 N Plum Hutchinson, Kansas 67501 Phone : (620) 665-3559 Url : www.hutchcc.edu/bandi/wdc_index.htm Email : robertsk@hutchcc.edu Fax : (620) 728-8161 Kathy Roberts	N	1
38	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/13/2017	Provision of training to management	General Counsel provided annual EEO training to Waterloo managers during annual budget meeting.	6	GM OM GSM Business Manager	1.00
2	3/1/2018	Participation in Job Fairs	Luther College Career Fair in Decorah, IA from 8:30am to 3:00pm on March 1, 2018.	2	Promotions Manager On air talent KPTY	0.25
3	3/31/2018	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
4	4/28/2018	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
5	5/15/2018	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
6	5/23/2018	Establishment of an intern program designed to assist members of the community	The station developed an internship program for a University of Northern Iowa student (MO) interested in radio.	8	GM Sales Manager Promotions Director Program Director	1.00
7	6/1/2018	Establishment of an intern program designed to assist members of the community	The station developed an internship program for a University of Northern Iowa student (KD) interested in radio broadcasting.	8	GM Sales Manager Promotions Director Program Director	1.00
8	6/5/2018	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
9	8/12/2018	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.50