

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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	1-43, 45-60	34
Account Executive	1-43, 45-60	34
Account Executive - Waterloo-Cedar Falls	2, 5, 9, 13, 16, 20-22, 28, 32-33, 38, 40, 42-43, 52, 54-56, 59-60	13
General Sales Manager - Waterloo-Cedar Falls	8, 14, 16, 21-22, 26, 32, 42-44, 60	44
Business Manager	2, 16, 20-22, 32-33, 40, 42-43, 54-56, 59-60	32

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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 Phone : 515/287-1555 Url : www.aarp.org Fax : 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	American Institute of Business 2500 Fleur Drive Des Moines, Iowa Phone : 515/244-4221 Url : www.aib.edu Fax : 515/288-4366 Carrie Blackburn	N	0
4	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51104 Phone : 712/279-5455 Url : http://www.briarcliff.edu Email : dori.rivera@briarcliff.edu Nancy McGuire	N	0
5	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
6	Buena Vista University 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-328-0788 Fax : 712-322-8604 Director of Placement	N	0

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
7	Central College 812 University Pella, Iowa 50219 Phone : 641/628-5271 Url : www.central.edu/career Fax : 641/628-5338 Pat Joachim Kitzman	N	0
8	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
9	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
10	Current Employee	N	1
11	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny, Iowa 50021 Phone : 515/964-6463 Url : www.dmacc.edu/student-services Fax : 515/965-7158 Dave Reimers	N	0
12	Drake University 2507 University Ave Des Moines, Iowa Phone : 515/271-3721 Url : www.drake.edu/career Fax : 515/271-2376 Debra Setterdahl	N	0
13	Employee Referral	N	2
14	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
15	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
16	Greater Cedar Valley Alliance & Chamber 10 West 4th St. Waterloo, Iowa 50701 Phone : 319-232-1156 Wendy Knapp Manual Posting	N	0
17	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
18	Hamilton College - Des Moines 4655 121st St Des Moines, Iowa 50323 Phone : 515/727-2100 Url : www.hamiltonia.edu Fax : 515/727-2115 Lori Gelhaar	N	0
19	Hawkeye Community College 1502 E. Orange Rd Waterloo, Iowa Phone : 319/296-2320 Url : www.hawkeye.cc.ia.us Fax : 319/296-1028 Ruben Carrion	N	0
20	Hawkeye Community College P.O. Box 8015 Waterloo, Iowa 50704 Phone : 319-296-2320 Career Services Manual Posting	N	0

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Illinois Center for Broadcasting 455 Eisenhower Lane Suite #200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Carl Jackson	N	0
22	Iowa Broadcasters Association P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Web Master Manual Posting	N	0
23	Iowa Central College 330 Avenue M Ft. Dodge Ft. Dodge, Iowa 50501 Phone : 515-576-0099 Fax : 1-515-576-7724 David Raedeker	N	0
24	Iowa Division of Latino Affairs Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/281-4080 Url : www.state.ia.us/government/dhr/la Fax : 515/242-6119 John Paul	N	0
25	Iowa Lakes Community College-Estherville 300 South 18th St Estherville, Iowa 51334 Phone : 712/362-7926 Url : www.iowalakes.edu Fax : 712/362-5970 Linda Wiegman	N	0
26	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

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
27	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Fax : 712-255-2674 Director of Placement	N	0
28	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
29	Iowa Wesleyan College 601 North Main Mt. Pleasant, Iowa 52641 Phone : 319-385-6375 Email : mba@mbaweb.org Fax : 1-319-385-6363 Jeremy Reed	N	0
30	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51502 Phone : 712/325-3200 Url : www.iwcc.edu Fax : 712/325-3720 Hugh Irwin	N	0
31	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515/281-9619 Url : www.iowaworkforce.org Fax : 515/281-9640 Erv Feh	N	0
32	Iowa Workforce Development Center 3420 University Ave. Waterloo, Iowa 54901 Phone : 319-291-2705 ext 310 Lacey IWD Manual Posting	N	1

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
33	KBBG Radio 918 Newell St. Waterloo, Iowa 50703 Phone : 319-235-1515 Email : bev@kbbg.org Beverly Douglas	N	0
34	Linked In	N	2
35	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
36	Luther College Decorah Decorah, Iowa Phone : 563-387-1025 Email : career@luther.edu Fax : 1-563-387-2628 Career Services	N	0
37	Luther College 700 College Dr. Decorah, Iowa Phone : 563/387-1025 Url : www.career.luther.edu Fax : 563/387-2158 Mark Peltz	N	0
38	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
39	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Email : mba@mbaweb.org Fax : 1-319-363-7543 Barb Mussman	N	0

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
40	North Iowa Community College 500 College Dr. Mason City, Iowa 50401 Phone : 641-423-1264 Career Services Manual Posting	N	0
41	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
42	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcdowell@nrgmedia.com Dianne McDowell	N	0
43	NRG Media, LLC 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52402 Phone : 319-398-8119 Email : dmcdowell@nrgmedia.com Fax : 1-319-286-9383 Dianne McDowell	N	0
44	Phone Inquiry	N	1
45	Scott Community College 500 Belmont Rd. Bettendorf, Iowa 52722 Phone : 563/441-4020 Url : www.eicc.edu/scc Fax : 563/441-4204 Rochelle Carlson	N	0
46	Simpson College 701 N. C St Indianola, Iowa 50125 Phone : 515/961-1530 Url : www.simpson.edu Fax : 515-961-1674 Denice Ross Haynes	N	0

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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
47	St Ambrose University Davenport Davenport, Iowa Phone : 563-333-6243 Email : taylormaryf@sau.edu Fax : 563-333-6243 Mary Taylor	N	0
48	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
49	UNI-CUE 800 Sycamore St. Waterloo, Iowa 50703 Phone : 319-433-1220 Url : www.uni.edu Fax : 1-319-433-0160 Karen McNeil	N	0
50	University Northern Iowa Cedar Falls Cedar Falls Cedar Falls, Iowa Phone : 319-273-6857 Email : careercenter@uni.edu Fax : 319-273-6998 Kris Peterson	N	0
51	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
52	University of Iowa School of Journalism E350D Adler Journalism Building University of iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	University of Northern Iowa SSC #19 Cedar Falls, Iowa Phone : 319-273-6857 Url : www.uni.edu Fax : 1-319-273-6998 Sandra K Hoy	N	0
54	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
55	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
56	University of Northern Iowa Career Services 102 Gilchrist Hall Cedar Falls, Iowa 50615 Phone : 319-273-6857 Career Services Manual Posting	N	0
57	Urban Dreams 1410 6th Ave. Des Moines, Iowa 50314 Phone : 515/288-4742 Url : www.urbandreams.org Fax : 515/284-5886 Wayne Ford	N	0
58	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

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Career Services Manual Posting	N	0
60	Wisconsin Broadcasters Association 44 E. Mifflin St. Suite #900 Madison, Wisconsin 75703 Phone : 608-225-2600 Michelle Vetterkind Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

KFMW, KOKZ, KPTY, KXEL
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	10/6/2016	Participation in Job Fairs	<p>NRG Media Waterloo-Cedar Falls-Cedar Rapids(IA) GM Jack Taddeo attended this job fair at Luther College in Decorah, IA.</p> <p>He set up and was in attendance during the entire event, meeting and discussing career options in communications with Decorah students as well as adult members of the community.</p> <p>We acquired 4 resumes and talked to several people, most of whom were seeking full time employment, though not all in communications.</p> <p>Luther College has a comm studies department which is why we chose this location, located about 90 minutes from our offices.</p>	1	General Manager	0.25
2	10/13/2016	Provision of training to management	General Counsel and Director of HR discussed EEO requirements, wide dissemination of job opportunities, and general outreach to the community about careers in broadcasting.	3	General Manager Office and Traffic Manager General Sales Manager	1.00
3	9/18/2017	Participation in Job Fairs	NRG Media managers attended the UNI Job Fair at McLeod Center on the UNI campus in the hope of meeting and setting up interviews for positions including sales representative, part time board operator and internships. We purchase a space for our 4 radio stations and were available for the entire 5 hour period between 11am and 3pm. We spoke to over 30 participants and retained at least 20 resumes. We also gave out one-sheets on our company as well as the general manager's business card with direct contact information.	5	General Manager Sales Manager Program Director KXEL Program Director KOKZ	0.25
TOTAL POINTS OVER REPORTING PERIOD:						1.50