

**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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 3/16/2016 Hire Date: 11/15/2016	1, 3, 8, 10-13, 16-18, 20, 22, 25-29	18
Account Executive Open Date: 3/16/2016 Hire Date: 12/16/2016	1, 3, 8, 10-13, 16-18, 20, 22, 25-29	18
Account Executive - Waterloo-Cedar Falls Open Date: 1/1/2017 Hire Date: 2/27/2017	2, 4, 6-7, 10-13, 15-17, 19-22, 24-29	7
General Sales Manager - Waterloo-Cedar Falls Open Date: 6/16/2017 Hire Date: 8/1/2017	5, 9-10, 12-14, 16, 21-23, 29	23
Business Manager Open Date: 8/17/2017 Hire Date: 9/6/2017	2, 10-13, 16-17, 20-22, 25-29	16

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	American Institute of Business 2500 Fleur Drive Des Moines , Iowa Phone : 5152444221 Url : www.aib.edu Fax : 1-515-288-4366 Carrie Blackburn	N	0
4	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
5	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
6	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

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7	Employee Referral	N	1
8	Friday Morning Quarterback 1930 E. Marlton Pike Cherry Hill, Iowa Phone : 856-424-9114 Email : mlaspina@fmqb.com Mark LaSpina	N	0
9	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0
10	Greater Cedar Valley Alliance & Chamber 10 West 4th St. Waterloo, Iowa 50701 Phone : 319-232-1156 Wendy Knapp Manual Posting	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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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	1
17	KBBG Radio 918 Newell St. Waterloo, Iowa 50703 Phone : 319-235-1515 Email : bev@kbbg.org Beverly Douglas	N	0
18	Linked In www.linkedin.com 1000 W. Maude Ave Sunnyvale , California Phone : 3193988101 Url : www.linkedin.com Cynthia Lohman Manual Posting	N	2
19	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

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20	North Iowa Community College 500 College Dr. Mason City, Iowa 50401 Phone : 641-423-1264 Career Services Manual Posting	N	0
21	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcdowell@nrgmedia.com Dianne McDowell	N	0
22	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
23	Phone Inquiry	N	1
24	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
25	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
26	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

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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27	University of Northern Iowa Career Services 102 Gilchrist Hall Cedar Falls, Iowa 50615 Phone : 319-273-6857 Career Services Manual Posting	N	0
28	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Career Services Manual Posting	N	0
29	Wisconsin Broadcasters Association 44 E. Mifflin St. Suite #900 Madison, Wisconsin 75703 Phone : 608-225-2600 Michelle Vetterkind Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
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
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>1.50</b>