

KCRR-FM, KKHQ-FM and KOEL-FM
EEO PUBLIC FILE REPORT
October 1, 2015 – September 30, 2016¹

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
Sales Representative	10,12-14,21-25	25
Traffic Director	10,12,14,26	26
Sales Representative	1-4,7-8,10,12,14,18,20-24,30-31	12
Sales Asst/Promotions Director	1-2,4,6-10,12-14,20,27,31-32	14

¹ This Report provides recruitment data collected from September 24, 2015 through September 28, 2016.

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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	Brown Inst. of Broadcast Edu. placement2@browncollege.edu	No	0
2	Clarke College careerservices@clarke.edu	No	0
3	Business Managers townsquarebm@townsquaremedia.com	No	0
4	Kaplan Higher Education Cford@Kaplan.edu	No	0
5	Kirkwood Community College www.kirkwood.cc.ia.us	No	0
6	HACAP(Hawkeye Area Comm Action Program) info@hacap.org	No	0
7	National Hispanic Media Coalition info@nhmc.org	No	0
8	University of Dubuque career@dbq.edu	No	0
9	University of Northern Iowa unistudent-jobs@uni.edu	No	0
10	CedarValleyHelpWanted.com www.cedarvalleyhelpwanted.com	No	1
11	Coe College www.coe.edu/aboutcoe/employment	No	0
12	Greater Cedar Valley Alliance & Chamber www.cedarvalleyalliance.com	No	0
13	Hawkeye Community College www.collegecentral.com	No	0
14	Iowa Jobs www.iowajobs.net	No	3
15	University of Iowa http://uiowa-csm.symplicity.com	No	0
16	All Access www.allaccess.com	No	0
17	Job Fair (see Section III)	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	KWWL Television 500 E 4 th Street, Ste 100 Waterloo, IA 50703	No	0
20	On-Air Announcements (<i>all SEU stations</i>)	No	0
21	KCRR-FM www.KCRR.com	No	1
22	KKHQ-FM www.Q923.net	No	0
23	KOEL-AM www.K985.com	No	0
24	KOEL-FM www.KOEL.com	No	0
25	Walk-in / Self Referral	No	2
26	Monster www.Monster.com	No	4
27	Indeed Jobs www.indeed.com	No	2
28	Exceptional Persons Inc Deborah.Terhune@EPIService.org	No	0
29	Northeast Iowa Area Agency on Aging ahemmen@NEI3A.org	No	0
30	The Courier (<i>Print Ad</i>) 100 E. 4 th St. Waterloo, IA 50704	No	0
31	ZipRecruiter www.ZipRecruiter.com	No	0
32	Craigslist www.Craigslist.com	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	<p style="text-align: center;">Type Of Recruitment Initiative (Menu Selection)</p>	<p style="text-align: center;">Brief Description of Activity & Scope of Broadcaster’s Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i></p>
1	Host Career Fair	<p>On February 18, 2016, our SEU hosted a Career Fair at Elks Lodge in Waterloo, Iowa. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event and also participated as an exhibitor. Our Market President manned a booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted over the air on all SEU stations. It was also advertised by KWWL Television.</p>
2	Host Career Fair	<p>On September 22, 2016, our SEU hosted a Career Fair at Elks Lodge in Waterloo, Iowa. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event and also participated as an exhibitor. Our Market Manager manned a booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted over the air on all SEU stations. It was also advertised by KWWL Television.</p>