

KBUR-AM KBKB-AM KDMG-FM KKMI-FM WQKQ-FM KHDK-FM
Pritchard Broadcasting Corporation Employment Unit
 Burlington, Ft. Madison and New London, IA & Dallas City, IL
2020 EEO Public File Report

Outreach Initiative Activity from August 1, 2019 to July 31, 2020

A. Full-time Vacancies Filled During Past Year					
1 Job Title:	News Reporter	Date Filled:	08/19/19		
2 Job Title:	Announcer	Date Filled:	09/16/19		
3 Job Title:	Announcer	Date Filled:	10/04/19		
4 Job Title:	Account Executive	Date Filled:	04/01/20		
5 Job Title:	Account Executive	Date Filled:	04/05/20		
6 Job Title:	Account Executive	Date Filled:	04/16/20		
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title:	News Reporter				
<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person</u>	<u>Referred</u>
				Hired?	
IBA Jobs.com	Sue Toma	PO Box 71186, Des Moines, IA 50325	515-224-7237	No	
Radio Advertising	John Pritchard	610 N. 4 th St, STE 300, Burlington, IA 52601	319-752-5402	No	
AllAccess.com	Joel Denver, President	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	Yes	
2. Job Title:	Announcer				
<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person</u>	<u>Referred</u>
				Hired?	
IBA Jobs.com	Sue Toma	PO Box 71186, Des Moines, IA 50325	515-224-7237	No	
Radio Advertising	John Pritchard	610 N. 4 th St, STE 300, Burlington, IA 52601	319-752-5402	No	
AllAccess.com	Joel Denver, President	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	Yes	
3. Job Title:	Announcer				
<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person</u>	<u>Referred</u>
				Hired?	
IBA Jobs.com	Sue Toma	PO Box 71186, Des Moines, IA 50325	515-224-7237	No	
Radio Advertising	John Pritchard	610 N. 4 th St, STE 300, Burlington, IA 52601	319-752-5402	Yes	
AllAccess.com	Joel Denver, President	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	No	

4. Job Title:	Account Executive				
<u>Source</u>	<u>Contact Person</u>	<u>Address</u>		<u>Tel #</u>	<u>Referred Person</u>
					<u>Hired?</u>
IBA Jobs.com	Sue Toma	PO Box 71186, Des Moines, IA 50325		515-224-7237	Yes
Radio Advertising	John Pritchard	610 N. 4 th St, STE 300, Burlington, IA 52601		319-752-5402	No
Facebook	Mark Zuckerberg, President	1 Hack Way, Menlo Park, CA 94025		650-308-7300	No
AllAccess.com	Joel Denver, President	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265		310-457-6616	No
5. Job Title:	Account Executive				
<u>Source</u>	<u>Contact Person</u>	<u>Address</u>		<u>Tel #</u>	<u>Referred Person</u>
					<u>Hired?</u>
IBA Jobs.com	Sue Toma	PO Box 71186, Des Moines, IA 50325		515-224-7237	No
AllAccess.com	Joel Denver, President	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265		310-457-6616	No
Facebook	Mark Zuckerberg, President	1 Hack Way, Menlo Park, CA 94025		650-308-7300	No
Radio Advertising	John Pritchard	610 N. 4 th St, STE 300, Burlington, IA 52601		319-752-5402	Yes
6. Job Title:	Account Executive				
<u>Source</u>	<u>Contact Person</u>	<u>Address</u>		<u>Tel #</u>	<u>Referred Person</u>
					<u>Hired?</u>
IBA Jobs.com	Sue Toma	PO Box 71186, Des Moines, IA 50325		515-224-7237	No
AllAccess.com	Joel Denver, President	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265		310-457-6616	No
Facebook	Mark Zuckerberg, President	1 Hack Way, Menlo Park, CA 94025		650-308-7300	Yes
Radio Advertising	John Pritchard	610 N. 4 th St, STE 300, Burlington, IA 52601		319-752-5402	No
C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year.					44
D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source					
<u>Source:</u>		<u># Interviewed</u>			
IBA Jobs.com		1			
AllAccess.com		34			
Facebook		2			
Radio Advertising		7			
Total		44			

In addition to the recruitment sources listed above, Pritchard Broadcasting Corporation also notified each of the following further Recruitment/Referral sources, in writing, of each full-time job vacancy from August 1, 2019 to October 31, 2019. None of the Recruitment/Referral sources have requested notification of job vacancies.

<u>BUSINESS</u>	<u>CONTACT</u>	<u>ADDRESS</u>	<u>CITY/STATE</u>	<u>ZIP CODE</u>	<u>PHONE NUMBER</u>
Augustana College	Lisa Slater	639 38th Street	Rock Island IL	61201	800-798-8100
Blackhawk College	Christina Greene	6600 34th Ave	Moline IL	61265	309-796-5000
Buena Vista University	Carol Lytle	610 W. Fourth St.	Storm Lake IA	50588	717-749-2400

Central College	Pat Joachim Litzman	812 University	Pella IA	50219	877-462-3687
Clarke College	Marsha Intveld	1550 Clarke Dr.	Dubuque IA	52001	563-588-6300
Coe College	Scott Simpson	1220 1st Ave NE	Cedar Rapids IA	52402	319-399-8000
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1	Ankeny IA	50021	515-964-6200
Drake University	Debra Setterdahl	2507 University Ave	Des Moines IA	50311	515-271-2011
Grinnell College	Marlys Upah	1127 Park Street	Grinnell, IA	50112	641-269-4000
Hamilton College	Lori Orthaus	4655 121st St.	Urbandale IA	50323	515-727-2101
Hawkeye Community College	Ruben Carrion	1502 E. Orange Road	Waterloo IA	50704	800-670-4769
IA Dept. of Human Rights	William I Brand	Lucas State Office Building	Des Moines IA	50319	515-242-5655
Illinois State University	Michael Schermer	185 Student Services Building	Normal IL	61790	309-438-2181
Iowa Central Community College	David Raedeker	330 Avenue M	Fort Dodge IA	50501	515-576-7201
Iowa Wesleyan College	Joyce Halverson	601 N. Main St.	Mt. Pleasant IA	52641	319-385-8021
Iowa Workforce Development	Tony Dietsch	1000 East Grand	Des Moines IA	50390	515-281-5387
Luther College	Virginia Hanson	700 College Dr.	Decorah IA	52101	563-387-2000
Martin L. King Center	Gloria Stigler	515 Beach St.	Waterloo IA	52001	319-234-7543
University of Iowa	Christine Wells	24 Phillips Hall	Iowa City IA	52242	319-335-3500
University of Missouri	Joseph Johnston	130 Jesse Hall	Columbia MO	65211	573-882-2121
University of Northern Iowa	Kris Peterson	Academic and Career Services Gilchrist 242	Cedar Falls IA	50614	319-273-2311
Wartburg College	Derek Solheim	100 Wartburg Blvd.	Waverly IA	50677	800-772-2085
William Penn University	Marsha Riordan	201 Trueblood Ave	Oskaloosa IA	52577	641-673-1012

In addition to the recruitment sources listed above, Pritchard Broadcasting Corporation also notified each of the following further Recruitment/Referral sources, via email, of each full-time job vacancy from November 30, 2019 to July 31, 2020. None of the Recruitment/Referral sources have requested notification of job vacancies.

<u>NAME</u>	<u>CONTACT</u>	<u>ADDRESS</u>	<u>CITY</u>	<u>STATE</u>	<u>ZIP</u>	<u>PHONE</u>
Aquinas College	Joseph Fox	1700 Fulton Street East	Grand Rapids	MI	49506	616-632-2126
Butler University	Gary Beaulieu	4600 Sunset Avenue	Indianapolis	IN	46208	319-940-9383
Calvin University	TaRita Johnson	3201 Burton Street SE	Grand Rapids	MI	49546	616-526-6485
Central College	Jessica Klyn De Novelo	812 University Street	Pella	IA	50219	641-628-5856
Central Michigan University	Julia Sherlock	1200 South Franklin Street	Mount Pleasant	MI	48859	989-774-3068
Coe College	Nanci Young	1220 1st Avenue NE	Cedar Rapids	IA	52402	319-399-8500
Columbia College Chicago	Eric Wordlow	754 South Wabash Avenue	Chicago	IL	60605	312-369-7280
Cornerstone University	Kimberly Zainea	1001 East Beltline Avenue Northeast	Grand Rapids	MI	49525	616-949-5300
DePaul University	Karyn McCoy	1 E Jackson Blvd	Chicago	IL	60604	312-362-8437
Drake University	Chrystal Stanley	2507 University Avenue	Des Moines	IA	50311	515-271-2011
Eastern Michigan University	Sarah Kersey Otto	210 Owen Building	Ypsilanti	MI	48197	734-487-0400
Grinnell College	Kelly Harris	1103 Park Street	Grinnell	IA	50112	641-269-4940
Hamilton College	Cheney Cronin	198 College Hill Road	Clinton	NY	13323	315-859-4346
Illinois Institute of Technology	BJ Engelhardt	3201 South State Street	Chicago	IL	60616	312-567-3000
Illinois Wesleyan University	Brian Richardson	1211 Park Street	Bloomington	IL	61701	309-556-3071
Kansas State University	Debbie Owens	705 North 17th Street	Manhattan	KS	66506	785-532-6506
Marian University - Wisconsin	Mary Hatlen	45 South National Avenue	Fond du Lac	WI	54935	920-923-7161
Marquette University	Courtney Hanson	1324 W. Wisconsin Avenue, PO Box 1881	Milwaukee	WI	53201	414-288-7423

Michigan State University	Maya Craft	220 Trowbridge Road	East Lansing	MI	48824	517-355-9510
Michigan Technological University	Beth Williams	1400 Townsend Drive	Houghton	MI	49931	906-487-2313
Milwaukee School of Engineering	Julie Way	1025 North Broadway	Milwaukee	WI	53202	414-277-7120
Minnesota State University, Mankato	Pam Weller	228 Wiecking Center	Mankato	MN	56001	507-389-6061
Missouri State University	Kelly Rapp	901 South National Avenue	Springfield	MO	65897	417-836-5636
Missouri Western State University	Jean Foster	4525 Downs Drive	St. Joseph	MO	64507	816-271-4200
Northwestern College - Iowa	Elizabeth Pitts	101 7th Street SW	Orange City	IA	51041	712-707-7225
Northwestern University	Geni Harclerode	633 Clark Street	Evanston	IL	60208	847-491-3741
Roosevelt University	Jennifer Wonderly	430 South Michigan Avenue	Chicago	IL	60605	312-341-3560
Saint Louis University	Floyd Welsh	One North Grand Blvd	St. Louis	MO	63103	314-977-2828
Saint Mary's University of Minnesota	Mke Hagarty	700 Terrace Hts	Winona	MN	55987	507-457-6695
South Dakota School of Mines & Technology	Matthew Hanley	501 East Saint Joseph Street	Rapid City	SD	57701	605-394-2667
South Dakota State University	Sherry Fuller Bordewyk	1421 Student Union Ln	Brookings	SD	57006	605-688-4425
Southern Illinois University - Carbondale	Jaime Conley-Holt	1263 Lincoln Drive	Carbondale	IL	62901	618-453-2391
Southwest Minnesota State University	Melissa Scholten	1501 State Street	Marshall	MN	56258	507-537-6221
The College of St. Scholastica	Mary Anderson	1200 Kenwood Avenue	Duluth	MN	55811	218-723-6085
The University of Michigan	John Luther	515 East Jeffers Street	Ann Arbor	MI	48109	734-764-7460
University of Central Missouri	Amber Goreham	415 East Clark Street	Warrensburg	MO	64093	660-543-4985
University of Illinois at Urbana-Champaign	Phelicia Puryear	715 South Wright Street, MC-383	Champaign	IL	61820	217-333-0820
University of Iowa	Sherry Rhinehart	213 North Clinton	Iowa City	IA	52242	319-335-1023
University of Minnesota	Jackie Corral	100 Church Street Southeast	Minneapolis	MN	55455	612-625-5000
University of Missouri - Columbia	Matt Reiske	201 Student Success Center	Columbia	MO	65211	573-882-6801
University of Nebraska - Lincoln	Bill Watts	1400 R Street	Lincoln	NE	68508	402-472-3145
University of Wisconsin - Green Bay	Linda Peacock-Landrum	2420 Nicolet Drive	Green Bay	WI	54311	920-465-2163
University of Wisconsin - Eau Claire	Alyssa Slaby	105 Garfield Avenue, PO Box 4004	Eau Claire	WI	54702	715-836-3487
University of Wisconsin - La Crosse	Karolyn Bald	1725 State Street	La Crosse	WI	54601	608-785-6950
University of Wisconsin - Madison	Jonathon Ferguson	500 Lincoln Drive	Madison	WI	53706	608-265-4497
University of Wisconsin - Parkside	Linda Bevec	900 Wood Road	Kenosha	WI	53144	262-595-2040
University of Wisconsin - Platteville	Trapper Mitchell	1 University Plz	Platteville	WI	53818	608-342-1183
University of Wisconsin - River Falls	Career Services	410 South 3rd Street	River Falls	WI	54022	715-425-3572
Valparaiso University	Tom Cath	1509 Chapel Drive, Harre Union, Room 100	Valparaiso	IN	46383	219-464-5005
Western Illinois University	Mandi McRaven	1 University Circle	Macomb	IL	61455	309-298-1884
Western Michigan University	Brenda Case-Parris	1903 Western Michigan Avenue	Kalamazoo	MI	49008	269-387-2745
Wichita State University	Megan Nold	1845 Fairmount Street	Wichita	KS	67260	319-978-3688
William Penn University	Debbie Stevens	201 Trueblood Avenue	Oskaloosa	IA	52577	800-779-7366
Wisconsin Lutheran College	Thad Jahns	8800 West Bluemound Road	Milwaukee	WI	53226	414-443-8800

Outreach Category: The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of Initiative: December 20, 2019 to May 15, 2020

Initiative Description/Participation: In co-operation with Burlington High School Senior Thomas Weir interned from 2:00PM top 4:00PM weekdays and received class credits.

Names & Positions of station personnel involved/in attendance: Steve Hexom, KBUR Program Director and Joe Cassidy, Operations Manager

Outreach Category: Sponsorship of at least two events in the community designed to inform the public as to employment opportunities in broadcasting.

Date of Initiative: September 15, 2019

Initiative Description/Participation: At The Beancounter restaurant in Burlington, IA open interviews for employment opportunities at Pritchard Broadcasting Corporation were held. This event was promoted on the 6 radio stations of Pritchard Broadcasting Corporation. Careers in radio broadcasting were discussed with attendees.

Names & Positions of station personnel involved/in attendance: David Hightower, News Director and Ben Vogel, Account Executive

Outreach Category: : Sponsorship of at least two events in the community designed to inform the public as to employment opportunities in broadcasting.

Date of Initiative: February 23, 2020

Initiative Description/Participation: The Sixth Annual Southeast Iowa Regional Science, Technology, Engineering and Math Festival took place at SCC's West Burlington campus. Pritchard Broadcasting participated helping participants understand how technology and engineering have dramatically changed employment capabilities and needs in the broadcast industry.

Names & Positions of station personnel involved/in attendance: Joe Cassidy, Operations Manager.

Outreach Category: Participation in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

Date of Initiative: February 28-29, 2020

Initiative Description/Participation: The event was the Iowa State High School Robotics Tournament. A presenter from Pritchard Broadcasting had the opportunity to share employment opportunities in broadcasting utilizing many of the skills developed to participate in the tournament

Names & Positions of station personnel involved/in attendance: Patrick Fee, Program Director for KQ 92.

Outreach Category: Participation in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities

Date of Initiative: 6/20/20-7/26/20

Initiative Description/Participation: For the 4th consecutive year, Capitol Theater summer theater camps directed by Pritchard Broadcasting's Kara Ewinger explored vocal techniques, exercises to work on projection and vocal variety, all essential to broadcast performance as well. Employment opportunities in the Broadcast industry were discussed.

Names & Positions of station personnel involved/in attendance: Kara Ewinger, Hot 97 Program Director and Personality.

Outreach Category: Participation in activities other than the fifteen listed options that the licensee has designed to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Initiative Description/Participation: The cast of the Notre Dame High School production Fiddler on the Roof appeared on the Steve Hexom Morning Show to perform a part of the show and then be interviewed along with Notre Dame Development Director, Lindsey Knudson. A tour of the stations was given. In a question and answer session, a discussion of broadcast opportunities for strong vocal candidates and other employment possibilities in the Broadcast Industry was talked about.

Names & Positions of station personnel involved/in attendance: Steve Hexom, KBUR Program Director.