

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2018-September 30, 2019<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
ACCOUNT EXECUTIVE (2)	1-23, 26-40	34, 23
PROMOTIONS MANAGER	1-24, 26-40	34
BUSINESS MANAGER	1-23, 26-40	39

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<sup>1</sup> This Report was revised in September 2020 to address reporting issues.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
2.	<b>University of Iowa</b> Contact: David Baumgartner 124 Phillips Hall, Iowa City, Iowa 52242	No	0
3.	<b>Iowa Workforce Development</b> Contact: Erv Feh 1000 East Grand, Des Moines, Iowa 50319	No	0
4.	<b>Iowa State University</b> Contact: Beverly Madden 0570 Beardshear Hall, Ames, Iowa 50010	No	2
5.	<b>Hawkeye Community College</b> 844 W 4 <sup>th</sup> St, Bremer 112 Waterloo, IA 50702	No	0
6.	<b>Simpson College</b> Contact: Denise Ross Haynes 701 N “C” St, Indianola, Iowa 50125	No	0
7.	<b>Iowa Central Comm College</b> Contact: Sara Condon 330 Avenue M, Fort Dodge, Iowa 50501	No	0
8.	<b>Univ of Northern Iowa Career Services</b> 102 Gilchrist Hall Cedar Falls, IA 50614-0384	No	0
9.	<b>Central College</b> Contact: Pat Joachim Kitzman 812 University, Pella, Iowa 50219	No	0
10.	<b>William Penn University</b> Contact: Marsha Riordan 201 Trueblood Ave, Oskaloosa, Iowa 52577	No	0
11.	<b>Division of Persons w/ Disabilities</b> Contact: Jill Fulitano, Administrator Lucas State Office Bldg, Des Moines, Iowa 50319	No	0

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
12.	<b>Des Moines Area Comm College</b> Contact: Dave Reimers 2006 S Ankeny Blvd, Bldg 1, Ankeny, Iowa 50021	No	0
13.	<b>Iowa Division of Latino Affairs</b> Contact: John Paul Chassio-Gardenas Lucas State Office Bldg, Des Moines, Iowa 50319	No	0
14.	<b>Drake University</b> Contact: John Lytle/Meredith Hall 2805 University Ave, Des Moines, Iowa 50311	No	2
15.	<b>KDPS-FM (Des Moines Public Schools)</b> Contact: Bill Springer Central Campus 1800 Grand Ave, Des Moines, Iowa 50316	No	0
16.	<b>Grand View University</b> Contact: Sara Anderson, Career Center 1200 Grandview Ave, Des Moines, Iowa 50316	No	0
17.	<b>Grinnell College Career Development</b> Contact: Cathleen Powell 1127 Park St, Grinnell, Iowa 50112	No	0
18.	<b>Department of Veterans Affairs</b> Contact: Patrick Palmershiem Camp Dodge, Bldg A6A, Johnston, Iowa 50131	No	0
19.	<b>Kaplan University</b> Contact: Lori Gelhaar 4655 121 <sup>st</sup> St, Urbandale, Iowa 50323	No	0
20.	<b>Des Moines Help Wanted</b> Contact: Peter Wagner www.desmoineshelpwanted.com	No	0
21.	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
22.	<b>Non-Employee/Industry Referral</b>	No	0
23.	<b>Employee Referral</b>	No	1
24.	<b>All Access</b> , www.allaccess.com	No	0
25.	<b>SEU Job Fairs/Open Houses</b> ( <i>see Section III</i> )	No	0
26.	<b>CareerBuilder.com</b> , www.careerbuilder.com	No	0
27.	<b>Linkedin.com</b> , www.linkedin.com	No	1
28.	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
29.	<b>Walk-In/Self-Referral</b>	No	0

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
30.	<b>Zip Recruiter</b> , www.ziprecruiter.com	No	0
31.	<b>Simply Hired</b> , www.simplyhired.com	No	0
32.	<b>Glass Door</b> , www.glassdoor.com	No	0
33.	<b>Link Up</b> , www.linkup.com	No	0
34.	<b>Cumulus Jobs Website</b> , www.cumulus.com/careers	No	4
35.	<b>Media Recruiter</b> , www.mediarecruiter.com	No	0
36.	<b>Facebook</b>	No	0
37.	<b>Online Upload</b>	No	0
38.	<b>Campus Special</b> , www.campusspecial.com	No	0
39.	<b>Indeed.com</b> , www.indeed.com	No	1
40.	<b>Email Upload</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			11

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Participate in Career Day	On February 26, 2019, our SEU participated in Career Day at Iowa State University. Our Promotions Manager spoke with students about our company, career opportunities in broadcasting, and possible job openings within the SEU. Resumes from interested attendees were accepted.
2	Internship Program	During this reporting period, our SEU hosted one (1) student intern from Iowa State University. He was interviewed, approved by the General Manager, and supervised by the Operations, Promotions, and General Managers. He learned about and assisted the sales, promotions, and programming staff and was offered a part-time position but declined in order to finish school fulltime. He was encouraged to apply for any future openings that interest him.
3	Participate in Career Fair	On February 14, 2019, our SEU participated in the Spring Job Fair hosted by Drake University which took place on its campus. Our Market and Operations Managers spoke with students about our company, career opportunities in broadcasting, and possible job openings within the SEU. Students seeking employment were able to speak with our Managers and provided them with their resumes. All interested students were re-contacted via email after the event.

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
4	Participate in Junior Achievement Career Exploration Day	On April 9, 2019, our SEU participated in the Junior Achievement Career Day at the John Deere Conference Center. Several of our Account Executives spoke with attendees about our company, the opportunities available for a future career in broadcasting, and the education/skill sets necessary for success in the radio business.
5	Participate in Job/Internship Fair	On September 23, 2019, our SEU participated in the University of Northern Iowa (“UNI”) Job and Internship Fair. This event was open to the public as well as UNI students. Our Market and Promotions Managers spoke with attendees about our company, career opportunities in broadcasting, and possible job openings within the SEU. Resumes and contact information were collected from interested attendees and we followed-up via email with all of them after the event.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April, 2019, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.