

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit
Burlington, and Ft. Madison, IA

2018 EEO Public File Report

October 1, 2017 to September 30, 2018

A. Full-time Vacancies Filled During Past Year

1 Job Title:	On-Air Personality	Date Filled:	10/27/2017
2 Job Title:	On-Air Personality	Date Filled:	8/15/2018
3 Job Title:	On-Air Personality	Date Filled:	9/17/2018

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: On-Air Personality

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	Yes
Radio Advertising	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No

2. Job Title: On-Air Personality

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	Yes
Radio Advertising	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No

3. Job Title: On-Air Personality

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
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All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	Yes
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No

No organizations have asked to be notified of full-time vacancies in the employment unit.

C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year. 28

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>
All Access.com	24
Radio Advertising	2
The Hawk Eye Newspaper	0
Staff	2
Total:	28

EEO Outreach Initiatives:

(iv) participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

Date of Initiative: 2/23/18

Initiative Description /Participation: Station Tour given to a group of students with disabilities, Mrs. Moreira’s Class, from Blackhawk Elementary School. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc.

Names & Positions of station personnel involved/in attendance: Steve King, Program Director. Landon Mitchell, On-Air personality, Mercedes Young, Production Director.

Date of Initiative: 3/12/18

Initiative Description /Participation: 2018 Career Fair at Southeaster Community College. Steve King presented to groups of Fifth Grade students from Burlington Community Schools. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc

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

Date of Initiative: 5/18/18

Initiative Description /Participation: Jonathan Kibbling participated in a day long Job Shadow with multiple radio station staff. He was also given the opportunity for some hands on experience using radio station equipment. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc.

Names & Positions of station personnel involved/in attendance: Steve King, Program Director. Jason Ehlfeldt,, On-Air personality Steve Parker, On-Air personality, Landon Mitchell, On-Air personality, Mercedes Young, Production Director.

Date of Initiative: 5/11/18

Initiative Description /Participation: Presentation to the Insight Partnership Group and presented to a group of special needs adults on radio and careers in radio. Topics covered throughout the day included day to day activities, observation of live afternoon, show, contesting, marketing strategies, programming ideas, etc

Names & Positions of station personnel involved/in attendance: Steve King, Program Director. Mandi Michaels, On-Air personality, Rikki Garrett, Marketing Consultant.

(v) The establishment of an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of Initiative: 12/18/17 – 1/5/18

Initiative Description /Participation: Yu-Chuan Liu (James) spent three weeks with Titan Broadcasting as a marketing intern. James spent time with our staff learning ways in which Titan Broadcasting markets ourselves using broadcast radio, social media, and other mediums. He also helped our staff collect data about the area we serve, so that we can better know our community and target demographic. James left with a better understanding of multi-media marketing.

Names & Positions of station personnel involved/in attendance: Mercedes Young, Production Director, Steve King, Program Director, Amy Burkhart, Marketing Consultant, L.J. Pritchard, General Manager.

(viii) Establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions;

Date of Initiative: 6/21/2018

Initiative Description /Participation:

"Progressive Discipline, Drug Tests, & Terminations" – Kelly reviews the proper steps when taking progressive discipline, and termination as well as, outlining proper protocol for drug testing. This hour long webinar included real world examples on HR issues that you may find in the workplace. Also they gave resources to reference if necessary.

Presented by Kelly Augustine, Two Rivers Insurance

Names & Positions of station personnel involved/in attendance: Mercedes Young, Production Director, Steve King, Program Director.