

KBKB-FM      KGRS-FM

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

## 2019 EEO Public File Report

October 1, 2018 to September 30, 2019

### A. Full-time Vacancies Filled During Past Year

<b>1 Job Title:</b>	On-Air Personality	<b>Date Filled:</b>	5/20/19
<b>2 Job Title:</b>	On-Air Personality	<b>Date Filled:</b>	6/12/19
<b>3 Job Title:</b>	On-Air Personality	<b>Date Filled:</b>	8/12/19

### 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
Staff	John Pritchard	610 N. 4 <sup>th</sup> 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 <sup>th</sup> St. Suite 310, Burlington, IA 52601	319-752-2701	No
Staff	John Pritchard	610 N. 4 <sup>th</sup> 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 <sup>th</sup> 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.** 16

**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	16
Radio Advertising	0
Staff	0
Total:	16

### EEO Outreach Initiatives:

(iii) co-sponsoring at least one (1) job fair with organizations in the business and professional community whose membership is comprised substantially of women and minorities;

**Date of Initiative:** 2/23/19

**Initiative Description /Participation:** Sponsorship of Southeast Iowa Regional Science, Technology, Engineering, and Math Festival (STEMFest). STEMFest exposes kids and adults to careers and opportunities in STEM-related fields through hands-on activities led by exhibitors across the region. Participants explore STEM careers through robotics and healthcare simulations as well as electronics and renewable energy exhibits.

**Names & Positions of station personnel involved/in attendance:** John Pritchard, General Manager, Rikki Garrett, Marketing Consultant.

**Date of Initiative:** 5/30/2019

**Initiative Description /Participation:** Sponsorship of Southeast Iowa Regional Job Fair held at the National Guard Armory in Middletown Iowa. Over 35 employers participated including ones whos membership is comprised substantially of women and ministries.

**Names & Positions of station personnel involved/in attendance:** John Pritchard, General Manager, Rikki Garrett, Marketing Consultant.

**(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:** 10/22/18

**Initiative Description /Participation:** Station Tour given to a group of girl scouts, troop 2556 led by Jolan Bishop, first grade students from Notre Dame and Coarse Elementary Schools. Topics covered included day to day activities, observation of on-air show, contesting, marketing strategies, programming, etc.

**Names & Positions of station personnel involved/in attendance:** Landon Mitchell, On-Air personality, L.J. Pritchard, General Manager.

**Date of Initiative:** 11/1/18

**Initiative Description /Participation:** Station Tour given to the Christian Motorcycle Club, Burlington. Topics covered included day to day activities, observation of on-air show, contesting, marketing strategies, programming, etc. They also recorded the Pledge of Allegiance for the morning show to air at 7:10am M-F.

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

**Date of Initiative:** 11/2/18

**Initiative Description /Participation:** Station Tour given to a group of girl scouts, 2<sup>nd</sup> and 3<sup>rd</sup> grade students, led by Brittney Pugliese, from West Burlington Elementary School. Topics covered included day to day activities, observation of on-air show, contesting, marketing strategies, programming, etc. They also recorded the Pledge of Allegiance for the morning show to air at 7:10am M-F.

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

**Date of Initiative:** 11/21/18

**Initiative Description /Participation:** Job Shadow from West Burlington High School. Student from West Burlington High School came to the radio station to learn how an actual radio show works. The student sat with Savanna from 6:30am to 9am. He learned how the radio station worked from a DJ perspective, learned the equipment and participated in the show.

**Names & Positions of station personnel involved/in attendance:** Savanna Evans, Morning Show

**Date of Initiative:** 12/4/18

**Initiative Description /Participation:** Boy Scout Troop 14 came to the radio station learn how a radio station works from production, on air, sales and engineering. The tour took the Scouts into the studios where they spent time asking questions of the DJs and recorded the Pledge of Allegiance. They students also spoke with a sales person about their job and how sales works.

**Names & Positions of station personnel involved/in attendance:** Steve King, Operations Manager

**Date of Initiative:** 5/2/19

**Initiative Description /Participation:** Station Tour given to the Notre Dame Journalism program lead by Mrs. Miller. Topics covered included day to day activities, observation of live radio show, contesting, marketing strategies, programming, etc. They also recorded the Pledge of Allegiance for the morning show to air at 7:10am M-F.

**Names & Positions of station personnel involved/in attendance:** Paisley Dunn, On-Air Personality, Mercedes Young, Production Director.