

**KCOB AM/FM, KRTI FM, KGRN AM  
NEWTON-GRINNELL, IOWA**

**LIST OF ALL FULL-TIME JOBS FILLED FOR THE PERIOD OF:  
October 1, 2008 THROUGH SEPTEMBER 30, 2009**

Job title: Business Manager  
Date filled: 11/15/08  
Source: Referral

**TOTAL NUMBER OF INTERVIEWEES**  
1

Job title: Account Executive  
Date filled: 11/25/08  
Source: Submitted resume

**TOTAL NUMBER OF INTERVIEWEES**  
3

Job title: Account Executive  
Date filled: 4/1/09  
Source: Iowa Broadcasters Assoc.

**TOTAL NUMBER OF INTERVIEWEES**  
3

**NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT  
SOURCE**

Recruitment Source Name	Total Number of Interviews
Radio Advertising Bureau (Account Executive) Jeff Haley, 125 West 55th Street, 21st Fl., NY, NY 10019 (800-252-7234)	
MyIowaInfo.com	1
Submitted Resume	3
Employee Reference	2
On Air Job Opening Announcements (Account Executive)	
Iowa Broadcasters Association (Account Executive) Sue Toma, P.O. Box 71186  Des Moines, IA 50325 (515-224-7237)	1
All Access	

No sources entitled to notification.

## **EEO Recruitment Initiatives**

Took part in the Conclave/Career Fair held at Brown Institute in Minneapolis on Saturday July 18<sup>th</sup>. Met one-on-one with broadcast majors...receiving dozens of resumes and air-check tapes.

Participated in the Career Day Open House for college students at DMAACC on September 20<sup>th</sup>.

Aired a series of announcements from the Iowa Broadcasters Association...urging students that are considering radio as a career to apply for scholarships available through the IBA.

Served on a committee with numerous community leaders to research new company recruitment and job development potential in Central Iowa.

Assisted local Chamber of Commerce and Convention and Visitors Bureau in an effort to attract new businesses to the area.

Spoke with are service groups about the benefits radio provides for the community and the job opportunities available at the radio stations.

Conducted tours of the radio station for scout groups.