

**KCOB-AM, KCOB-FM, KGRN-AM, KRTI-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2013 - September 30, 2014**

**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	1-53	6
Account Executive	1-53	14
Account Executive	1-53	6
Account Executive	1-53	41

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa Phone : 515/287-1555 Url : www.aarp.org Fax : 515/287-1787 Gay-Ellen Fisher	N	0
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : http://allaccess.com Email : jdenver@allaccess.com Joel Denver	N	0
3	American Institute of Business 2500 Fleur Drive Des Moines, Iowa Phone : 515/244-4221 Url : www.aib.edu Fax : 515/288-4366 Carrie Blackburn	N	0
4	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51104 Phone : 712/279-5455 Url : http://www.briarcliff.edu Email : dori.rivera@briarcliff.edu Nancy McGuire	N	0
5	Buena Vista University 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-328-0788 Fax : 712-322-8604 Director of Placement	N	0
6	Career Fair	N	2
7	Central College 812 University Pella, Iowa 50219 Phone : 641/628-5271 Url : www.central.edu/career Fax : 641/628-5338 Pat Joachim Kitzman	N	0

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8	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
9	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
10	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319/399-8844 Url : www.coe.edu/careerservices Fax : 319/399-8503 Diane Rae Patten	N	0
11	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny, Iowa 50021 Phone : 515/964-6463 Url : www.dmacc.edu/student-services Fax : 515/965-7158 Dave Reimers	N	0
12	DMACC Newton Campus 600 N. 2nd Avenue W. Newton, Iowa 50208 Phone : 641-791-1720 Url : http://go.dmacc.edu/newton Email : javancleave@dmacc.edu Julie Van Cleave	N	0
13	Drake University 2507 University Ave Des Moines, Iowa Phone : 515/271-3721 Url : www.drake.edu/career Fax : 515/271-2376 Debra Setterdahl	N	0
14	Employee Referral	N	1

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15	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0
16	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Email : mba@mbaweb.org Fax : 1-515-263-2824 Jim Auther	N	0
17	Grinnell Chamber of Commerce 833 FourthAve P O Box 538 Grinnell, Iowa 50112 Phone : 641-236-6555 Url : <a href="http://grinnellchamber.org">http://grinnellchamber.org</a> Email : <a href="mailto:exec@getintogrinnell.com">exec@getintogrinnell.com</a> Angela Harrington	N	0
18	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Email : mba@mbaweb.org Fax : 1-641-269-4508 Maryls Upah	N	0
19	Grinnell College Career Development Office 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Url : <a href="http://www.grinnell.edu/offices/cdo">http://www.grinnell.edu/offices/cdo</a> Email : <a href="mailto:career@grinnell.edu">career@grinnell.edu</a> Sue Barnes	N	0
20	Hamilton College - Des Moines 4655 121st St Des Moines, Iowa 50323 Phone : 515/727-2100 Url : <a href="http://www.hamiltonia.edu">www.hamiltonia.edu</a> Fax : 515/727-2115 Lori Gelhaar	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	Hawkeye Community College 1502 E. Orange Rd Waterloo, Iowa Phone : 319/296-2320 Url : <a href="http://www.hawkeye.cc.ia.us">www.hawkeye.cc.ia.us</a> Fax : 319/296-1028 Ruben Carrion	N	0
22	Iowa Broadcasters Association P O Box 71186 Des Moines, Iowa 50325 Phone : 515.224.7237 Url : <a href="http://iowabroadcasters.com">http://iowabroadcasters.com</a> Email : <a href="mailto:iowaiba@dwx.com">iowaiba@dwx.com</a> Sue Toma	N	0
23	Iowa Central College 330 Avenue M Ft. Dodge Ft. Dodge, Iowa 50501 Phone : 515-576-0099 Fax : 1-515-576-7724 David Raedeker	N	0
24	Iowa Division of Latino Affairs Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/281-4080 Url : <a href="http://www.state.ia.us/government/dhr/la">www.state.ia.us/government/dhr/la</a> Fax : 515/242-6119 John Paul	N	0
25	Iowa Lakes Community College-Estherville 300 South 18th St Estherville, Iowa 51334 Phone : 712/362-7926 Url : <a href="http://www.iowalakes.edu">www.iowalakes.edu</a> Fax : 712/362-5970 Linda Wiegman	N	0
26	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0

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27	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Fax : 712-255-2674 Director of Placement	N	0
28	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
29	Iowa Wesleyan College 601 North Main Mt. Pleasant, Iowa 52641 Phone : 319-385-6375 Email : mba@mbaweb.org Fax : 1-319-385-6363 Jeremy Reed	N	0
30	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51502 Phone : 712/325-3200 Url : www.iwcc.edu Fax : 712/325-3720 Hugh Irwin	N	0
31	Iowa Workforce Development 300 W. Broadway, Ste #13 Council Bluffs, Iowa 51503 Phone : 712-242-2100 Email : randy.brookhart@iwd.state.ia.us Fax : 712-242-2155 Randy Brookhart	N	0
32	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515/281-9619 Url : www.iowaworkforce.org Fax : 515/281-9640 Erv Feh	N	0

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33	Iowa Workforce Development 1000 East Grand Ave. Des Moines, Iowa 50319 Phone : 641-791-5109 Url : <a href="http://www.iowaworkforce.org/">http://www.iowaworkforce.org/</a> Email : <a href="mailto:job.bank@iwd.iowa.gov">job.bank@iwd.iowa.gov</a> Ann Jorgenson	N	0
34	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-563-588-7371 Bobbi Martin	N	0
35	Luther College Decorah Decorah, Iowa Phone : 563-387-1025 Email : <a href="mailto:career@luther.edu">career@luther.edu</a> Fax : 1-563-387-2628 Career Services	N	0
36	Luther College 700 College Dr. Decorah, Iowa Phone : 563/387-1025 Url : <a href="http://www.career.luther.edu">www.career.luther.edu</a> Fax : 563/387-2158 Mark Peltz	N	0
37	Marshalltown (Iowa Valley) Community College Career Employment Center 3700 South Center Street Marshalltown, Iowa 50158 Phone : 641-752-7106 Url : <a href="http://www.collegecentral.com/iavalley/">http://www.collegecentral.com/iavalley/</a> Sandy Supianoski	N	0
38	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : <a href="mailto:hays@morningside.edu">hays@morningside.edu</a> Fax : 1-712-274-5101 Stacie Hays	N	0

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39	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Email : mba@mbaweb.org Fax : 1-319-363-7543 Barb Mussman	N	0
40	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Email : mba@mbaweb.org Fax : 1-712-707-7404 Bill Minnick	N	0
41	Other Source	N	1
42	Scott Community College 500 Belmont Rd. Bettendorf, Iowa 52722 Phone : 563/441-4020 Url : www.eicc.edu/scc Fax : 563/441-4204 Rochelle Carlson	N	0
43	Simpson College 701 N. C St Indianola, Iowa 50125 Phone : 515/961-1530 Url : www.simpson.edu Fax : 515-961-1674 Denice Ross Haynes	N	0
44	St Ambrose University Davenport Davenport, Iowa Phone : 563-333-6243 Email : taylormaryf@sau.edu Fax : 563-333-6243 Mary Taylor	N	0



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45	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Email : mba@mbaweb.org Fax : 1-563-333-6243 Jennifer Timmon	N	0
46	The Ashford University 400 N. Bluff Blvd. Clinton, Iowa 52732 Phone : 563-242-4257 x. 3510 Email : karil.carr@ashford.edu Karil Carr	N	0
47	UNI-CUE 800 Sycamore St. Waterloo, Iowa 50703 Phone : 319-433-1220 Url : www.uni.edu Fax : 1-319-433-0160 Karen McNeil	N	0
48	University Northern Iowa Cedar Falls Cedar Falls Cedar Falls, Iowa Phone : 319-273-6857 Email : careercenter@uni.edu Fax : 319-273-6998 Kris Peterson	N	0
49	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Email : mba@mbaweb.org Fax : 1-563-589-3419 Deb Clarke	N	0
50	University of Iowa School of Journalism E350D Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0

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51	University of Northern Iowa SSC #19 Cedar Falls, Iowa Phone : 319-273-6857 Url : www.uni.edu Fax : 1-319-273-6998 Sandra K Hoy	N	0
52	Urban Dreams 1410 6th Ave. Des Moines, Iowa 50314 Phone : 515/288-4742 Url : www.urbandreams.org Fax : 515/284-5886 Wayne Ford	N	0
53	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Email : mba@mbaweb.org Fax : 1-319-352-8365 Derek Solheim	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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## EEO PUBLIC FILE REPORT

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/5/2014	Provision of training to management	<p>Sarah Jones and Ron McCarthy took part in an EEO webinar, hosted by Broadcast1Source on Wednesday, March 5th. During this 90-minute workshop, Broadcast1Source—an online EEO Compliance System—provided training on the essential functions of its system, including:</p> <ul style="list-style-type: none"> <li>• Recruiting source details, and entitled status of sources</li> <li>• Creating and notifying job vacancy notices</li> <li>• Recording recruitment for interviewed candidates</li> <li>• Managing outreach initiative details, such as job fairs and internships</li> <li>• Conducting Self Assessments</li> <li>• Running EEO Public File Reports</li> </ul>	2	General Manager Business Manager
2	3/27/2014	Participation in Job Fairs	<p>Digity Media LLC promoted and participated in the 2014 DMACC/Newton Development Corporation Job/Career Fair on March 27 at Newton's DMACC Conference Center. Interim General Manager Ron McCarthy represented KCOB, KRTI and KGRN at the event. Information outlining the broadcasting industry as well as the General Manager and Account Executive positions was distributed to interested candidates that were in attendance. Account Executive was hired.</p>	1	General Manager
3	4/2/2014	Participation in Job Fairs	<p>Digity Media participated in the 2014 Central Iowa Job Fair on April 2 at Iowa Valley Community College in Marshalltown. Interim General Manager Ron McCarthy represented KCOB, KRTI and KGRN at the event. Information outlining the broadcasting industry as well as the General Manager and Account Executive positions was distributed to interested candidates that were in attendance.</p>	1	General Manager

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
4	4/11/2014	Participation in Job Fairs	Digity Media LLC promoted and participated in the 2014 Newton High School Career day on April 11. Program Director Jamie Grout and interim General Manager Ron McCarthy represented KCOB, KRTI and KGRN at the event. Student asked questions and heard answers regarding the radio broadcasting industry. They also recorded promotional liners identifying themselves as students at Newton High School.	2	General Manager Program Director
5	4/16/2014	Participation in events or programs sponsored by educational institutions	A Prairie City-Monroe high school student job shadowed with KCOB/KRTI Production Director Joe Swanson on April 16th at our Newton facility. The student was given hands-on experience producing commercials and operating a studio control board.	1	Production Director
6	4/23/2014	Participation in events or programs sponsored by educational institutions	KGRN Operations Manager Tim Dill provided a tour of KGRN to the Grinnell 4-H Club on Wednesday, April 23rd. Through this tour, 4-H members were able to complete their merit badge assignment.	1	Operations Manager
7	4/24/2014	Co Sponsoring Job Fair	Digity Medial LLC promoted the 2014 Poweshiek County Job Fair on April 24 at the Fairgrounds in Grinnell. KGRN, KCOB and KRTI provided airtime in the form of 30-second announcements, along with interviews during the 15-minute public affairs program, "Let's Talk" on KGRN and during the "Morning Jolt with Jamie and Jones" on KRTI the day prior to the event.	0	
8	5/1/2014	Participation in events or programs sponsored by educational institutions	Class Days on KGRN—14 school districts participated from May 1st - 22nd. A half-dozen high school seniors from each district conducted a 2-hour segment on designated afternoons in which they handled on-air duties while sharing songs, high school stories and the college plans of their soon-to-graduate classmates. This provided students with a public speaking platform.	3	Operations Manager Sports Director Afternoon Drive Personality

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9	6/4/2014	Participation in events or programs sponsored by educational institutions	KGRN Operations Manager Tim Dill provided a tour of KGRN to the Galaxy Youth Center on Thursday, June 4th to kickoff the Center's "Career Days". During on-air interviews the group of pre-teens talked about their professional aspirations.	1	Operations Manager
10	7/3/2014	Participation in events sponsored by community groups	Introduced "Proud to Know Newton" on July 3rd. This 30-minute weekly program features community leaders discussing business growth and the employment outlook in Jasper County. Hosted by the Newton City Development specialist, the program airs every Thursday at 6PM.	1	Host
11	8/1/2014	Establishment of an intern program designed to assist members of the community	In August 2014, KGRN developed an internship program with the Grinnell College Media Department. Each semester, a Broadcasting Major will apply for a 12-week internship offering an opportunity to earn college credit hours while gaining valuable news, sports, production, digital and on-air experience at KGRN.	3	Operations Manager Sports Director News Director
12	9/3/2014	Participation in Job Fairs	KCOB provided news coverage and promotional announcements to showcase the opening of the new Goodwill Career Connection Center in Newton on September 3, 2014.	1	General Manager