



**Stations**  
**EEO PUBLIC FILE REPORT**  
**10/1/09 - 9/30-2010**

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

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12month period
1	On-Air Broadcast - (klss,krib,kytc,kglo,kiai)	No	15
2	Station Web Site - (www.kgloam.com)	No	4
3	Station Web Site - (www.kiaifm.com)	No	4
4	Station Web Site - (www.klssradio.com)	No	4
5	Station Web Site - (www.kribradio.com)	No	
6	Station Web Site - (www.theblazefm.com)	No	
7	Non/Employee Referrals/Walk-Ins	No	1
8	Employee Referrals	No	1
9	Iowa Work Force Development	Yes	7
10	Kaplan University	Yes	
11	North Iowa Area Community College	Yes	
12	IBA - (webmaster@iowabroadcasters.com)	Yes	
13	Allaccess.com	Yes	
14	Discover North Iowa Radio	No	6
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	TOTAL INTERVIEWEES OVER 12-MONTH PERIOD		0

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**III. RECRUITMENT INITIATIVES**

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1 Sponsor Intern Program	During this reporting period we hosted a full time intern in the sales and marketing department. The intern was supervised by the General and Sales Managers. She was from the University of Northern Iowa.
2 Job Shadow	The on air staff works with various high schools in the area for job shadows. Students come to the radio stations and observe the on air talent.
3 Provide Training Programs For Sales	We provide the opportunity for sellers to earn certification through the RAB. The company pays for the training, sellers have earned the RMP the CRMC and the CDMC. Sellers are also involved in on going Chris Lytle training.
4 Participated in Job Fairs	We were at two job fairs. One at North Iowa Area Community College and the other at the Diamond Jo Casino business Expo. Spoke with interested prospects for the broadcast industries and Sales.
5 Provide Training Program for Business Managers	Corporate Office held a Business Manager meeting for an EEO training seminar The meeting was held in Sioux Falls South Dakota.
6 Scholarship Ads	In partnership with the IBA we advertise scholarship opportunities available for youth interested in broadcasting.
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