

**KRIB AM, KLSS FM, KYTC FM, KGLO AM, KIAI FM  
EEO PUBLIC FILE REPORT  
10/01-2010-9-30-2011**

**i. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
1	Account Executive	1,13,9	6
2	Account Executive	1,9,8	5
3	Air Talent/Programming	Rehire	Rehire
4	Account Executive	7	7

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**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), Dalena Barz, 341 S Yorktown Pike, Mason City, IA 50401	No	5
2	Station Web Site - (www.kgloam.com), Dalena Barz, 341 S Yorktown Pike, Mason City, IA 50401	No	
3	Station Web Site - (www.kiaifm.com), Dalena Barz, 341 S Yorktown Pike, Mason City, IA 5040	No	
4	Station Web Site - (www.klssradio.com), Dalena Barz, 341 S Yorktown Pike, Mason City, IA 5040	No	
5	Station Web Site - (www.kribradio.com), Dalena Barz, 341 S Yorktown Pike, Mason City, IA 50401	No	
6	Station Web Site - (www.theblazefm.com), Dalena Barz, 341 S Yorktown Pike, Mason City, IA 50401	No	
7	Non/Employee Referrals/Walk-Ins	No	1
8	Employee Referrals	No	1
9	Iowa Work Force Development, Jennifer Andrade, Iowa Works, 600 south Pierce, Mason City, IA 50401 jennifer.andrade@iwd.iowa.gov	Yes	4
10	Kaplan University, Rachel Evans, 2570 4th SW Mason City, IA 50401, revand@kaplan.edu	Yes	
11	North Iowa Area Community College, Tina Kunzman or Kay Fields, 500 College Drive, Mason City, Iowa 50401	Yes	
12	IBA - (webmaster@iowabroadcasters.com), webmaster@iowabroadcasters.com, PO Box 71186, Des Moines, IA 50325	No	
13	Allaccess.com	No	1
14	Discover North Iowa Radio, Dalena Barz, 341 S Yorktown Pike, Mason City, IA 5040	No	



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**III. RECRUITMENT INITIATIVES**

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1 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.
2 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.
3 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.
4 Provide Training Program for Programming Department	Corporate Office held a Programming Training. The meeting was held in Lincoln, NE.
5 Scholarship Ads	In partnership with the IBA we advertise scholarship opportunities available for youth interested in broadcasting.