KGRN(AM), KRTI(FM), KCOB(AM), KCOB-FM
EEO PUBLIC FILE REPORT
October 1, 2023-September 30, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") **for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 2, 4, 5, 6	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	**Alpha Media Careers Website** www.alphamediausa.com/careers	N	1
2	**Indeed** *(automated posting from Alpha Media careers website)* https://www.indeed.com/	N	1
3	**Iowa Broadcasters Association** info@iowabroadcasters.com **Gail Summerville** 515-224-7237	N	0
4	**Des Moines Area Community College** **Newton** http://go.dmacc.edu/newton 641-791-3622	N	0
5	**Grinnell College** CAREER@grinnell.edu Stephanie Christel 641-269-4247	N	0
6	**University of Northern Iowa** careerservices@uni.edu Natalie Earnest 319-273-6857	N	1
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		**3**

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship program	From Monday, Oct 9, 2023 through Friday, November 17, 2023, our SEU provided an internship for a Grinnell High School student. The student, supervised by our Content Director and Sports Director, was able to observe and assist with voice tracking, website content gathering and posting, sports stories and attending high school football broadcasts.
2	Mentoring program for students (Internship)	From Monday, April 1, 2024 through Friday, May 10, 2024, our Content Director mentored four Grinnell High School seniors whose Senior Capstone project was about Podcasting. Our Content Director met with the students weekly during the term, advising them on show structure, topics, guest suggestions and formats.
3	Participate in an event or program sponsored by or on behalf of an educational institution relating to broadcast careers	Our General Manager participated in "Mock interviews" for high school seniors on Wednesday, April 10, 2024 at DMACC Conference Center. Our GM interviewed students who had indicated an interest in radio or social media. Students were graded on appearance, confidence, eye contact and communication skills. Instructors then shared the information with each of the students to help them improve upon interviewing skills.
4	Participate in an event or program sponsored by or on behalf of an organization relating to broadcast careers (2)	On August 14 &21, 2024, our General Manager attended recruitment company Handshake's virtual back to school boot camps on best strategies for sourcing qualified candidates. The event featured HR specialists and 2025 graduating seniors discussing what the prospective employers and employees are looking for in the hiring process.