

KBKB-FM KGRS-FM
Titan Broadcasting LLC Employment Unit
Burlington, and Ft. Madison, IA
2017 EEO Public File Report
October 1, 2016 to September 30, 2017

A. Full-time Vacancies Filled During Past Year

1 Job Title: On-Air Personality **Date Filled:** 11/2/2016

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Marketing Consultant

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Tel #</u>	<u>Referred Person Hired?</u>
All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	No
Radio Advertising	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No
The Hawk Eye Newspaper	Classified	800 S. Main, Burlington, IA 52601	319-754-8461	No
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	Yes
Iowa Broadcasters Website	Sue Toma	PO Box 71186, Des Moines, IA 50325	515-224-7237	No

In addition, Titan Broadcasting LLC notified each of the following Recruitment/Referral Sources for every full-time job vacancy from October 1, 2016 to September 30, 2017.

Augustana College	Lisa Slater	639 38th Street	Rock Island IL	61201-7339	(309) 794-7339
Blackhawk College	Harris Coleman	6600 34th Avenue	Moline IL	61265-5000	(309) 796-5000
Broadcast Education Association	Heather Birks	1771 N Street NW	Washington DC	20036-2891	(202) 602-0584

Buena Vista University	Emily	Gallagher	610 W. Fourth Street	Storm Lake	IA	50588-	(712) 749-2440
Central College	Pat	Joachim Kitzman	812 University	Pella	IA	50219-	(641) 628-5271
Coe College	Diane Rae	Patten	1220 1st Avenue NE	Cedar Rapids	IA	52402-	(319) 399-8844
Des Moines Area Community College	Sara	Moore	2006 S. Ankeny Blvd. Bldg #1	Ankeny	IA	50021-	(515) 964-6463
Division of Persons with Disabilities	Linda	Scott	Lucas State Office Building	Des Moines,	IA	50319-	(515) 242-5655.
Drake University	Annette	Watson	2507 University Avenue	Des Moines,	IA	50311-	(515) 271-4715
Grand View College	Susie	Stearns	1200 Grandview Avenue	Des Moines,	IA	50316-	(515) 263-2888
Grinnell College	Diane	Hawkins	1127 Park Street	Grinnell,	IA	50112-	(641) 269-4000
Hawkeye Community College	Kate	Childers	1502 E. Orange Road	Waterloo,	IA	50704-8015	(319) 296-4297
Illinois State University	Pat	Heck	185 Student Services Building	Normal,	IL	61790-2520	(309) 438-5754
Iowa Central Community College	David	Raedeker	330 Avenue M	Fort Dodge,	IA	50501-	(515) 576-0099
Iowa State University	Mark	Becker	0570 Beardshear Hall	Ames	IA	50011-	(515) 294-4111
Iowa Wesleyan College	Jack	Bruns	601 N. Main Street	Mt. Pleasant,	IA	52641-	(800) 582-2383
Iowa Western Community College	Abigail	Berthold	2700 College Road	Council Bluffs	IA	51503-	(712) 325-3294
Iowa Workforce Development	Jolene	Ridgway	1000 East Grand	Des Moines,	IA	50319-0209	(515) 281-5387
Kaplan University Urbandale	Jami	Olson	4655 121st Street	Urbandale,	IA	50323-	(515) 727-2100
Kaplan University(Cedar Rapids)	Cindy	Beahl	3165 Edgewood Parkway S W	Cedar Rapids	IA	52404-	(319) 363-0481
Luther College	Lynn	Ingvalson	700 College Drive	Decorah,	IA	52101-	(563) 387-1025
Minorities in Broadcasting Training Program	Patrice	Williams	P.O. Box 39696	Los Angeles	CA	90039-	(310) 652-0271
Scott Community College	Sarah	Evans	500 Belmont Rd.	Bettendorf	IA	52722-	(563) 336-3341
Southeastern Community College	Jeff	Ebbing	1500 W Agency Rd	West Burlington	IA	52655	(319) 752-2731
St Ambrose University	Angela	Wolfe	518 W Locust Street	Davenport	IA	52803	(563) 333-6000
Step Employment Services	Wade	O'Neil	815 Avenue H	Ft. Madison	IA	52627-	(319) 237-

							1730
Truman State University	Polly	Matteson	100 E. Normal	Kirkville,	MO	63501-	(660) 785-4000
University of Missouri	Rob	McDaniels	909 Lowry Mall	Columbia,	MO	65211-6060	(573) 882-6801
University of Northern Iowa	Sarah	Goblirsch	1227 W 27th St	Cedar Falls,	IA	50614-	(319) 273-6857
Wartburg College	Derek	Solheim	100 Wartburg Blvd.	Waverly,	IA	50677-	(319) 352-8330
William Penn University	Marsha	Riordan	201 Trueblood Avenue	Oskaloosa,	IA	52577-	(641) 673-1045

No organizations have asked to be notified of full-time vacancies in the employment unit.

C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year.

9

D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source

<u>Source:</u>	<u># Interviewed</u>
All Access.com	3
Radio Advertising	1
The Hawk Eye Newspaper	2
Staff	4
Iowa Broadcasters Website	0
Total:	9

EEO Outreach Initiatives:

iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;

Date of Initiative: 4/22/2017

Initiative Description /Participation: Sponsorship of Southeast Iowa Regional Science, Technology, Engineering, and Math Festival (STEMFest). STEMFest exposes kids and adults to careers and opportunities in STEM-related fields through hands-on activities led by exhibitors across the region. Participants explore STEM careers through robotics and healthcare simulations as well as electronics and renewable energy exhibits.

Names & Positions of station personnel involved/in attendance: John Pritchard, General Manager

(viii) Establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions;

Date of Initiative: 6/30/2016 to 9/1/2016

Initiative Description /Participation: We incorporated the QRMC (Qualified Radio Marketing Consultant) training course established by ENSMedia Inc. into our weekly sales meetings. QRMC training included 20 videos each approximately 10 minutes long on different radio marketing topics. Following the training, each individual would take a quiz to gauge comprehension. The four individuals involved completed the training and received certification as a Qualified Radio Marketing Consultant.

Names & Positions of station personnel involved/in attendance: John Pritchard, General Manager, Amy Burkhardt, Marketing Consultant, Pat Curtis, Marketing Consultant, Rikki Garrett, Marketing Consultant.

(xiv) Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Date of Initiative: 6/22/2017

Initiative Description /Participation:

SOCIAL MEDIA IN THE WORKPLACE - Gene reviews social media policies-uses and abuses in the workplace...examining the position of federal agencies on social media policies, as well as employer rights and remedies when employees Snap, Post, and Tweet inappropriately.

Presented by Gene LaSuer, Davis Brown Law Firm

Names & Positions of station personnel involved/in attendance: John Pritchard, General Manager.