

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington and Ft. Madison, IA

2023 EEO Public File Report

Outreach Initiative Activity from October 1, 2022 to September 30, 2023

A. Full-time Vacancies Filled During Past Year

1 Job Title: On-Air Personality Date Filled: 5/1/2023

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

1. Job Title: On-Air Personality

<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
Facebook	Mark Zuckerberg	1 Hacker Way, Menlo Park, CA 94025	650-543-4800	No
Titan Broadcasting Website	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-6365	No
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	Yes

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: 6

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	4
Radio Advertising	1
Facebook	0
Titan Broadcasting Website	0
Staff	1
Total:	6

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

EEO Outreach Initiatives:

(iii) co-sponsoring at least one (1) job fair with organizations in the business and professional community whose membership is comprised substantially of women and minorities.

Date of Initiative: 9/21/23

Initiative Description /Participation: Sponsorship of the Southeast Iowa Job Fair at Westland Mall in West Burlington. This job fair was hiring for businesses in the community that strongly encouraged applications from women and minorities. Over 50 local businesses participated.

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

(iv) Participation in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops, and similar activities.

Date of Initiative: 12/14/22

Initiative Description /Participation: Station Tour and employment presentation given to a group of 5th graders participating in Career Day put on by the Greater Burlington Chamber of Commerce. Topics covered included day to day activities, broadcast employment topics, observation of on-air show, contesting, marketing strategies, programming, etc.

Names & Positions of station personnel involved/in attendance: Hayden Holford, On-Air Personality, L.J. Pritchard, General Manager

Date of Initiative: 4/28/23

Initiative Description /Participation: Station Tour and employment presentation given to the A.L.I.S. Special Education Class. Topics covered included day to day activities, broadcast employment topics, observation of on-air show, contesting, marketing strategies, programming, etc.

Names & Positions of station personnel involved/in attendance: Darrin Wright, On-Air Personality, L.J. Pritchard, General Manager

Date of Initiative: 5/11/23

Initiative Description /Participation: Station Tour and employment presentation given to the Blackhawk Elementary Special Education Group. Topics covered included day to day activities, broadcast employment topics, observation of on-air show, contesting, marketing strategies, programming, etc.

Names & Positions of station personnel involved/in attendance: Mercedes Ponce, Operations Director, L.J. Pritchard, General Manager

Date of Initiative: 9/10/23

Initiative Description /Participation: Station Tour and employment presentation given to the Burlington Flag Force. Topics covered included day to day activities, broadcast employment topics, observation of on-air show, contesting, marketing strategies, programming, etc.

Names & Positions of station personnel involved/in attendance: Mercedes Ponce, Operations Director, L.J. Pritchard, General Manager

(ix) The establishment of mentoring programs

Date of Initiative: All year including seminars on 6/20/23

Initiative Description /Participation:

Year-round mentoring program as to prepare employee for career advancement into Operational management fields. Program includes weekly training with General Manager on all topics needed to learn how to become Director of Operations then General Manager including: Personnel Management, FCC Rules, Equipment Processes, Hiring Processes, etc. Seminars attended include:

Political Broadcasting Seminar. Presenter: David Oxenford, Wilkinson Barker Knauer

Political ads are already airing for the 2024 election, with a Presidential contest adding to the normal

slate of federal, state, and local races. Are you planning for the “green wave” that will be coming your way – not only to make sure that you comply with regulatory obligations, but also to take legal steps to make sure that your company maximizes its political revenue? This session, with experienced Washington DC-based attorney David Oxenford, will explain the legal concerns that you should have, as well as the legal opportunities that may present themselves with a bit of advanced planning.

Recruiting Seminar. Presenter: Arminda Lindsay, Media Staffing Network

Recruiter & Leadership Coach Arminda Lindsay will shift you out of the mindset of transactional hiring and into the world of relationship recruiting. Using the 5 techniques Arminda shares, you will discover the process of identifying individuals with skills, experience and traits that may qualify them for future openings with your company.

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