

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington and Ft. Madison, IA

2021 EEO Public File Report

Outreach Initiative Activity from October 1, 2020 to September 30, 2021

A. Full-time Vacancies Filled During Past Year

1 Job Title:	Marketing Consultant	Date Filled:	4/12/21
2 Job Title:	Marketing Consultant	Date Filled:	5/3/21
3 Job Title:	On-Air Personality	Date Filled:	7/16/21
4 Job Title:	On-Air Personality	Date Filled:	8/25/21

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	Yes
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No

2. 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
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	Yes

3. 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	Yes
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No

4. 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	Yes
Staff	John Pritchard	610 N. 4 th St. Suite 310, Burlington, IA 52601	319-752-2701	No

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. 19

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	11
Radio Advertising	5
Staff	3
Total:	19

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: 4/20/21

Initiative Description /Participation: Sponsorship of Team Staffing Southeast Iowa Drive Through 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.

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

(v) The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of Initiative: 1/11/21-4/9/21

Initiative Description /Participation: Chris Buhmeyer, a student at Southeastern Community College in the Interactive & Social Media Marketing major, spent the semester interning with our programming and marketing staff. The internship focused on both broadcast radio marketing as well as online marketing. Chris was able to learn about how we market our stations and sales team on the air, online, and at events.

Names & Positions of station personnel involved/in attendance: Savanna Evans, Program Director, Mercedes Young, Business Director, L.J. Pritchard, General Manager.

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

Date of Initiative: 6/17/21

Initiative Description /Participation:

IBA Employment Law Webinar- The webinar covered several HR topics, including non-discrimination laws and practices, best practices for pandemic-related HR issues (including navigation of return-to-work issues such as fair and equal treatment of employees), and the FCC's EEO rules and expectations.

Presented by David Oxenford of Wilkinson Barker Knauer LLP

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