

KBKB-FM      KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington and Ft. Madison, IA

## 2022 EEO Public File Report

Outreach Initiative Activity from October 1, 2021 to September 30, 2022

### A. Full-time Vacancies Filled During Past Year

**1 Job Title:** On-Air Personality **Date Filled:** 4/20/2022

**2 Job Title:** On-Air Personality **Date Filled:** 9/1/2022

### 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	Yes
Radio Advertising	John Pritchard	610 N. 4 <sup>th</sup> St. Suite 310, Burlington, IA 52601	319-752-2701	No
Staff	John Pritchard	610 N. 4 <sup>th</sup> St. Suite 310, Burlington, IA 52601	319-752-2701	No

#### 2. 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
Radio Advertising	John Pritchard	610 N. 4 <sup>th</sup> St. Suite 310, Burlington, IA 52601	319-752-2701	No
Facebook	Mark Zuckerberg	1 Hacker Way, Menlo Park, CA 94025	650-543-4800	No
Greater Burlington Partnership Website	Dustin Roth	610 N. 4 <sup>th</sup> St. Suite 200, Burlington, IA 52601	319-752-6365	No
Staff	John Pritchard	610 N. 4 <sup>th</sup> 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: 6**

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

<b><u>Source:</u></b>	<b><u># Interviewed</u></b>
All Access.com	5
Radio Advertising	0
Facebook	1
Greater Burlington Partnership Website	0
Staff	0
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:** 5/22/22

**Initiative Description /Participation:** Sponsorship of Cinco de Mayo 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 100 local businesses participated

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

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

**Date of Initiative:** 6/16/22

**Initiative Description /Participation:**

EEO Seminar. Presenter: David Oxenford, Wilkinson Barker Knauer  
*Presented by* David Oxenford of Wilkinson Barker Knauer LLP

How to Create an Inclusive Culture that will Attract a Diverse Workforce

Presenter: Michelle Duke, NAB

It's vital societal shifts have encouraged many broadcast companies to reexamine their approach to building and maintaining a diverse workforce, establishing an inclusive culture, and ensuring equitable practices. Attendees will learn and discuss steps they can take toward developing an action plan and measures of accountability that move your organization forward.

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