

**STATIONS: KGLO AM, KIAI FM, KLKK FM, KCHA FM,  
KCHA AM, KSMA FM**  
**EEO PUBLIC FILE REPORT**  
**FOR THE ONE-YEAR PERIOD BEGINNING OCT. 1, 2005 – SEPT. 30, 2006**

**KGLO, KIAI, KLKK, KSMA, KCHA AM/FM**  
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*Oct. 1, 2005 - Sept. 30, 2006*

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Sales Executive 1	1-18	4
Sales Executive 2	1-18	8
Sales Executive 3	1-18	13
Sales Executive 4	1-18	1
Sales Executive 5	1-18	8
Sales Executive 6	1-18	1
Program Director 1	1-18	1
Program Director 2	1-18	15
Board Operator 1	1-18	14
Board Operator 2	1-18	18
Board Operator 3	1-18	1
Board Operator 4	1-18	14
Board Operator 5	1-18	1
Board Operator 6	1-18	1
Telemarketer/Receptionist 1	1-18	1
Telemarketer/Receptionist 2	1-18	1
Receptionist/Traffic Asst.	1-18	1
Chief Engineer	1-18	14
Event Marketing Dir.	1-18	14
News Director	1-18	17
Anchor/On-Air Announcer	1-18	15

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II. MASTER RECRUITMENT SOURCE LIST  
(MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS over 12-month period
1	Iowa Workforce Development Center Placement Office www.iowaworkforce.com 600 Pierce Ave. South, Mason City, IA 50401 (641) 422-1524	Yes	33
2	Human Rights Office 10 – 1 <sup>st</sup> Street NW Mason City, IA 50401	No	0
3	Brown College Karol Baumeister 1440 Northland Dr., Mendota Heights, MN 55120	No	0
4	North Iowa Career Center (NIACC) Kim Caponi, Director 500 College Dr., Mason City, IA 50401	No	1
5	Sara Condon Director of Career Services Iowa Central Community College Fort Dodge, IA 50501	Yes	0
6	American Women in Radio & Television Maria E. Brennan – Executive Director 8405 Greensboro Drive Suite 800 McLean, VA 22102	Yes	0
7	Northerniowahelpwanted.com	No	0
8	Clear Channel Radio Hal Hofman/Robin Nodtvedt 341 S. Yorktown Pike, Mason City, IA 50401	No	10
9	Iowa Division on the Status of African Americans Attn: Kim Checks Lucas State Office Building Des Moines, IA 50401	Yes	0
10	Division of Person With Disabilities Jill Avery – Administrator Lucas State Office Building Des Moines, IA 50319	Yes	0
11	Iowa Division of Latino Affairs Attn: Liz Salinas-Newby Lucas State Office Building Des Moines, IA 50319	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS over 12-month period
12	Wartburg College Attn: Derek Solheim 100 Wartburg Blvd. Waverly, IA 50677	Yes	0
13	Personet – The Personnel Network 606 S. Federal Avenue Mason City, IA 50401	No	6
14	Employee Referral	No	7
15	ClearCareers.com	No	3
16	Hamilton Business College	No	2
17	Globe Gazette	No	1
18	Self	No	1
TOTAL INTERVIEWEES OVER THE PERIOD			64

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION	RECRUITING STAFF IN ATTENDANCE
1	Participate in job fair	10-2005	The stations participated in the Northern Iowa Area Community College ("NIACC") Job Fair in Oct. 2005. Participants from the station included Tim Fleming, KGLO Program Director and all station Operations Manager.	Tim Fleming
2	Internship program	9/05-12/05 1/05-4/05	The stations established an internship program through NIACC and Iowa Workforce. We hosted three interns, one in Programming during the first semester and two in the Non-Traditional Revenue department during the second semester.	Tim Fleming
3	Internet program promote outreach generally	10/05-9/06	Participate in the Iowa Workforce website, <a href="http://www.iowaworkforce.com">www.iowaworkforce.com</a> . Job openings are also posted on <a href="http://hirediversity.com">hirediversity.com</a> which provides extensive job hunting advice and background information as well as individual job listings	Hal Hofman Beth Burrs
4	Training program help current employee advance	10/05-9/06	Employees from the stations participated in the corporate-sponsored Clear Channel University, an off-site training program for Account Executives.	Hal Hofman
5	Mentoring program	10/05-9/06	Continued a mentoring program for new hires in sales, traffic and management.	Hal Hofman Beth Burrs