

**KCRR(FM), KKHQ-FM, KOEL(AM) and KOEL-FM
EEO PUBLIC FILE REPORT¹
October 1, 2010 – September 30, 2011**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Representative	3, 17	3
Programmer	1-4, 8, 10, 12-13, 17, 23, 25, 30, 34-35	34
Sales Representative	1-4, 6-8, 10, 12-13, 16-17, 23, 25, 30, 32	32
Sales Representative	3, 27-28	28
Sales Representative	3, 27-28, 34	34
Sales Representative	1-8, 12-13, 17, 23, 25, 27, 34	34

¹ This Report provides recruitment data collected from September 25, 2010 through September 21, 2011.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Broadcast Employment Services jobs@tvjobs.com	No	0
2	Brown Inst. of Broadcast Edu. placement2@browncollege.edu	No	0
3	Cedar Valley Help Wanted.com www.cedarvalleyhelpwanted.com/sponsors/	No	1
4	Clarke College careerservices@clarke.edu	No	0
5	Classified Ads www.classifiedads.com	No	0
6	CMI Business Managers CMIBusinessManagers@cumulus.com	No	0
7	CMP Business Managers CMPBusinessManagers@cumulus.com	No	0
8	Coe College mmcillec@coe.edu	No	0
9	Cornell College www.cornell.edu	No	0
10	Craig's List https://accounts.craigslist.org/login	No	1
11	Cumulus Jobs www.cumulusjobs.com	No	0
12	HACAP (Hawkeye Area Comm Action Program) info@hacap.org	No	0
13	Hawkeye Community College www.hawkeye.cc.ia.us	No	0
14	Hispanic Ministry of Cedar Rapids 857 3rd Ave SE Cedar Rapids, IA 52403-2487 319-362-8689	No	0
15	Iowa Jobs www.iowajobs.net	No	0
16	Iowa State University www.iastate.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Iowa Workforce Development Center / JTPA/Promise Jobs www.iowaworkforce.com	No	0
18	Jane Boyd Community House 943 14th Avenue SE Cedar Rapids, IA 52401-2699 319-366-0431	No	0
19	Kirkwood Community College www.kirkwood.cc.ia.us	No	0
20	Linn County Options 3750 Williams Blvd. Cedar Rapids, IA 52404 319-892-5800	No	0
21	Loras College www.loras.edu	No	0
22	Luther College www.luther.edu	No	0
23	Mount Mercy College careers@mtmercy.edu	No	0
24	Ms. Foundation for Women www.ms.foundation.org	No	0
25	National Hispanic Media Coalition info@nhmc.org	No	0
26	New Testament Deliverance Church www.ntdccaphgts.com	No	0
27	On-Air Announcements (all SEU stations)	No	6
28	Career Fair (see Section III)	No	3
29	St Ambrose College www.sau.edu	No	0
30	University of Iowa Office of Affirmative Action diversity@uiowa.edu	No	0
31	University of Iowa ed-placement@uiowa.edu	No	0
32	University of Northern Iowa careercat@uni.com	No	
33	Vocational Rehabilitation www.ivrs.iowa.gov	No	0
34	Walk-in / Self-Referral	No	5
35	All Access www.allaccess.com	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	The Courier (print ad) 501 Commercial Street Waterloo, IA 50703	No	2
37	Career Builder www.careerbuilder.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
1	Host Career Fair	On January 27, 2011, our SEU hosted a Career Fair at the Pipac Center in Cedar Falls, Iowa. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event and also participated as an exhibitor. Our Sales Manager manned a booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted over the air on all SEU stations.
2	Management-level training regarding equal employment opportunity and preventing discrimination	On January 20, 2011, outside communications counsel provided a telephonic training session about the FCC's EEO rules. Those in attendance received written materials to assist them with EEO compliance and were afforded the opportunity to seek input from outside counsel. Our SEU's Market and Business Managers participated in this teleconference.
3	Participate in Career Fair	On April 28, 2011, our SEU participated in a Career Fair hosted by Iowa Workforce Development at Lindale Mall in Cedar Rapids, Iowa. Our Market Manager manned a booth and spoke with attendees about careers opportunities in broadcasting and job openings within the SEU.
4	Participate in Career Fair	On July 26, 2011, our SEU participated in a Career Fair hosted by GoDaddy.com at Clarion Inn University Plaza in Cedar Falls, Iowa. Our Sales Manager manned a table and spoke with attendees about careers opportunities in broadcasting and job openings within the SEU.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
5	Participate in Career Fair	On September 7, 2011, our SEU participated in a Career Fair hosted by Hawkeye Community College at the River Loop in Waterloo, Iowa. Our Sales Manager manned a booth and spoke with attendees about careers opportunities in broadcasting and job openings within the SEU.