

EEO PUBLIC FILE REPORT 2016

A. Employment Unit Covered

KQWC- FM Webster City
KQWC- AM Webster City

B. Reporting Period

10-01-2015 to Sept 30-2016

C. Full - Time Vacancies Filled During Reporting Period 1

Job Title: Account Executive	Date Filled:	10/19/2015
Job Title: Account Executive	Date Filled:	6/10/2016
Job Title: Account Executive	Date Filled:	8/15/2016

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
1 KQWC Radio	1020 E Second St	Webster City	50595
2 iowabroadcasters.com	On line	Des Moines	50325
3 Iowa Work Force	403 Elm Street	Webster City	50595
4 Des Moines Area College	2006 S. Ankeney Blvd	Ankeny	50021
5 Iowa Central College	330 Avenue M	Fort Dodge	50501
6 Iowa State University	223 Catt Hall	Ames	50011
7 Riverfront Broadcasting	1006 Broadway	Yankton, SD	57078
8 Walk in/Employee Reference	1020 E Second Str	Webster City	50595
9 Indeed.com	Internet		

Total number of interviewees from all sources for this position: 5

**Total Number of Interviewees for Account Executive 10-19-15
Reporting Period Per Recruitment/Referral Sources**

Referral Source	Number of Interviewees Referred	Address	Hired Y or N
Walk In/ Personal Referral	3	Webster City	Y
iowa workforce	1	Webster City	N
KQWC Radio	1	Webster City	N

Total Number of Interviewees for Account Executive 6-10-16
Reporting Period Per Recruitment/Referral Sources

Referral Source	Number of Interviewees Referred	Address	Hired Yor N
Walk In/ Personal Referral	3	Webster City	N
Indeed.com	5	Internet	Y
KQWC Radio	1	Webster City	N

Total Number of Interviewees for Account Executive 8-15-16
Reporting Period Per Recruitment/Referral Sources

Referral Source	Number of Interviewees Referred	Address	Hired Yor N
Walk In/ Personal Referral	1	Webster City	Y
Indeed.com	2	Webster City	N

Outreach Activities Performed During the Reporting Period

G.

Initiative	Scope of Participation and Location	Station Staff Involved
Participation in program sponsored by educational institutions.	We gave a tour to a group of 25 students, talked to them about what education is needed to be in the radio industry. 11-17-14	Mary Harris, GM Chris Lockwood, Program Director
Participation in program sponsored by educational institutions.	Mary Harris was invited to come to South Hamilton High School to do a mock interview in the media class and answer questions students had about pursuing a radio career 11-21-14	Mary Harris, GM
Participation in Student Internship sponsored by educational institution.	We had an Iowa Central Community College Career academy student through the college. He participated on the morning show, learned production and job shadowed in the sales department, he is interested in pursuing a career in radio 3-16-15	Mary Harris, GM Chris Lockwood, Program Director
Participation in training to management level to ensure equal employment opportunity.	Attended 2 hour webinar presented by David Oxenford-navigating the FCC's equal employment opportunity rules and public file requirements. He went over what documents need to be in station public files. 10-14-15	Mary Harris, GM Sales Manager Natalie Stark
Participation in job fair by Riverfront Broadcasting LLC and Riverfront Broadcasting of Iowa	Mitchell Chamber job fair, visited with candidates and what radio positions they were interested in. Talked to 15 announcer from various locations. 10-19-15	Recruiters Steve Morgan and John Koons
Participation in program sponsored by educational institutions.	Participated in USD Media and Journalism Internship and Job Fair, Vermillion, SD He visited with 8 candidates and what they were interested in for radio careers. 10-26-15	Recruiter Curt Dykstra
Participation in program sponsored by educational institutions.	Program Director met with a group of students to tour the radio station, he talked to them about job duties and education needed to be in programming as well as sales. 1-11-16	Mary Harris, GM and Chris Lockwood, Program Director
Participation in job fair by Riverfront Broadcasting LLC and Riverfront Broadcasting of Iowa	South Dakota Big Job Fair, visited with candidates and what radio positions they were interested in. Talked to 11 announcer from various locations and got resumes 3-15-16	Recruiters Curt Dykstra and John Koons
Participation in program sponsored by community awareness about radio at Eagle Grove Rotary	Mary Harris was invited to speak at a meeting about the history of radio industry and sales opportunities that was available at the station, in case they knew anyone in a broadcasting career 3-22-16	Mary Harris, GM
Participation in program sponsored by educational institutions.	Pat Powers, News Director gave a radio presentation to our local school, talked to the kids about what it takes to have a career in radio and talk about the 4 pillars of character and how it affects your work environment. 4-8-16	Pat Powers, News Director

