

EEO PUBLIC FILE REPORT 2018

A. Employment Unit Covered

KQWC- FM Webster City
KQWC- AM Webster City

B. Reporting Period

10-01-2016 to Sept 30-2017

C. Full - Time Vacancies Filled During Reporting Period 2

Job Title: Account Executive	Date Filled: 5/6/18
Program Director	6/3/18

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
KQWC Radio	1020 East 2nd	Webster City	50595
KZWC Radio	1020 East 2nd	Webster City	50595
Iowa Workforce	403 Elm St.	Webster City	50595
Iowa Central Comm Col.	330 Avenue M	Ft. Dodge	50601
Riverfront Broadcasting	1006 Broadway	Yankton	57078
KQRadio.com	Internet		
Walk in/ Employee Ref.	1020 East 2nd	Webster City	50595
RFB Job Search	Internet		

Total Number of Interviews from all sources for position 1 6

<u>Referral Source</u>	<u>Number</u>	<u>Address</u>	<u>Hired Y/N</u>
KQWC Radio	4	Webster City	Y
Employee Referral	1	Webster City	N
Iowa Workforce	1	Webster City	N

Total Number of Interviews from all sources for position 2 4

Employee Reference	2	Webster City	N
Iowa Central CC	1	Ft. Dodge	N
Riverfront Broadcasting	1	Yankton SD	Y

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. 11-13-18	Mary Harris, GM Chris Lockwood, Program Director
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 1-12-19	Mary Harris, GM Chris Lockwood, Program Director
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. 5-28-19	Skip Thomas Program Director
Participation in program sponsored by community awareness about radio at Webster City Chamber meeting	Dave Brock was invited to speak at a meeting about the history of radio industry, changes taking place at KQWC & KZWC, and sales opportunities that was available at the station, in case they knew anyone in a broadcasting career 9-25-19	Dave Brock, GM