

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)
EEO PUBLIC FILE REPORT
October 1, 2019-September 30, 2020**

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
ACCOUNT EXECUTIVE (2)	1-23, 26-40	23, 34
BUSINESS OFFICE ASSISTANT	1-24, 26-40	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Cumulus Business Managers BM@cumulus.com	No	1
2.	University of Iowa Contact: David Baumgartner 124 Phillips Hall, Iowa City, Iowa 52242	No	0
3.	Iowa Workforce Development Contact: Erv Feh 1000 East Grand, Des Moines, Iowa 50319	No	0
4.	Iowa State University Contact: Beverly Madden 0570 Beardshear Hall, Ames, Iowa 50010	No	0
5.	Hawkeye Community College 844 W 4 th St, Bremer 112 Waterloo, IA 50702	No	0
6.	Simpson College Contact: Denise Ross Haynes 701 N “C” St, Indianola, Iowa 50125	No	0
7.	Iowa Central Comm College Contact: Sara Condon 330 Avenue M, Fort Dodge, Iowa 50501	No	0
8.	Univ of Northern Iowa Career Services 102 Gilchrist Hall Cedar Falls, IA 50614-0384	No	0
9.	Central College Contact: Pat Joachim Kitzman 812 University, Pella, Iowa 50219	No	0
10.	William Penn University Contact: Marsha Riordan 201 Trueblood Ave, Oskaloosa, Iowa 52577	No	0
11.	Division of Persons w/ Disabilities Contact: Jill Fulitano, Administrator Lucas State Office Bldg, Des Moines, Iowa 50319	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
12.	Des Moines Area Comm College Contact: Dave Reimers 2006 S Ankeny Blvd, Bldg 1, Ankeny, Iowa 50021	No	0
13.	Iowa Division of Latino Affairs Contact: John Paul Chassio-Gardenas Lucas State Office Bldg, Des Moines, Iowa 50319	No	0
14.	Drake University Contact: John Lytle/Meredith Hall 2805 University Ave, Des Moines, Iowa 50311	No	0
15.	KDPS-FM (Des Moines Public Schools) Contact: Bill Springer Central Campus 1800 Grand Ave, Des Moines, Iowa 50316	No	0
16.	Grand View University Contact: Sara Anderson, Career Center 1200 Grandview Ave, Des Moines, Iowa 50316	No	0
17.	Grinnell College Career Development Contact: Cathleen Powell 1127 Park St, Grinnell, Iowa 50112	No	0
18.	Department of Veterans Affairs Contact: Patrick Palmershiem Camp Dodge, Bldg A6A, Johnston, Iowa 50131	No	0
19.	Kaplan University Contact: Lori Gelhaar 4655 121 st St, Urbandale, Iowa 50323	No	0
20.	Des Moines Help Wanted Contact: Peter Wagner www.desmoineshelpwanted.com	No	0
21.	Station Website Postings (<i>one or more SEU stations</i>)	No	0
22.	Non-Employee/Industry Referral	No	0
23.	Employee Referral	No	1
24.	All Access , www.allaccess.com	No	0
25.	SEU Job Fairs/Open Houses (<i>see Section III</i>)	No	0
26.	CareerBuilder.com , www.careerbuilder.com	No	0
27.	Linkedin.com , www.linkedin.com	No	0
28.	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
29.	Walk-In/Self-Referral	No	1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
30.	Zip Recruiter , www.ziprecruiter.com	No	0
31.	Simply Hired , www.simplyhired.com	No	0
32.	Glass Door , www.glassdoor.com	No	0
33.	Link Up , www.linkup.com	No	0
34.	Cumulus Jobs Website , www.cumulus.com/careers	No	2
35.	Media Recruiter , www.mediarecruiter.com	No	0
36.	Facebook	No	0
37.	Online Upload	No	0
38.	Campus Special , www.campusspecial.com	No	0
39.	Indeed.com , www.indeed.com	No	0
40.	Email Upload	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Career Fair	On October 2, 2019, our SEU participated in the National Career Fair which took place at the Holiday Inn in Des Moines, Iowa, and was open to the public. Our Promotions and Operations Managers participated in this event and spoke with attendees about our company, career opportunities in broadcasting, and job openings within our SEU. Resumes from interested attendees were accepted.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market, Business, General Sales, and Operations Managers as well as our Program Director participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Q1/Q2, 2020 events were planned, as in past years, but were cancelled due to COVID-19.	