

**Fort Dodge - KVFD, KZLB, KIAQ, KTLB, KKEZ, KWMT, KXFT
EEO PUBLIC FILE REPORT
10/1/10 - 9/30/11**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12month period
	On-Air Announcements (all TEC FD Stations),greg		
1	Wells, 200 N 10th Street, Fort Dodge, IA 50501	N	22
	ICCC Broadcasting Department, Brooke Bickford,		
2	One Triton Circle, Fort Dodge, IA 50501	Y	3
	Iowa Workforce Development, 3 Triton Circle,		
3	Fort Dodge, IA 50501	Y	0
4	Allaccess.com	N	6
5	Employee Referral	N	7
6	Walk-in/Self-referral	N	11
	ICCC Career Fair, One Triton Circle, Fort Dodge, IA		
7	50501	N	6
	TEC Corporate Website, 200 N 10th Street Fort		
8	Dodge, IA 50501	N	2
	USA Staffing, 1605 Central Ave, Fort Dodge, IA		
9	50501	N	4
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			61

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1 Iowa Central Community College Career Fair	Displayed station media kits, explained various positions with the company and accepted applications and resumes. Lee Wallace, Greg Wells attended. Also, broadcasted live.
2 Job Shadow from Humboldt High School	Kaila Benson gave a tour of all seven stations. Explained what it is like to be a DJ.
Intern from the Wartburg College 3 Broadcasting Program	Shadowed in all departments and stations. Helped with radio auction, dubbing of spots and some voice-tracking.
4 Programmer Training	Training for programmers. This training will help advance the individuals into Program Director positions.
5 Management training for Sales Manager	Sales Manager attended General Manager training held in Mason City. This training will help SM improve management skills and have the opportunity for advancement.