

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of KROS RADIO, Clinton, Iowa

The information contained in this Report covers the Period from October 1, 2010 to, and including, October 1, 2011 (the “Applicable Period”). The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the Hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

KROS filled the traffic manager/front office position in this reporting period. The search started to fill the position on a part-time basis using internet, on-air, and Work Force Development sources.

It was discussed with all candidates interviewed that additional hours may be added as they learned the job and KROS was comfortable with adding other duties that had planned to outsource (payroll, financial/bookkeeping, etc.)

Four candidates were interviewed (2 from on-air, 1 from Workforce Development, 1 from an application submitted earlier for any type job we might have available-and at that point we did not have any positions, but kept the application on file.

Becky Rickertsen was hired to start December 1, 2010 on a part time basis. She quickly learned the job as considered for part time hours and KROS added duties and hours as they could be absorbed and the position became a full-time position over a shorter period of time than had been anticipated and no tasks were outsourced

Recruitment Initiatives in the applicable period

KROS also attends and makes presentations at various “job fairs” and other programs for students as time permits. (Dave Vickers presented at the Clinton Community Job Fair for area high school students March 17, 2011)

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Chamber Of Commerce Leadership Institute toured the station in the reporting period and we present information about the education and career opportunities at the station/ and in broadcast to the 30 people

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KROS staff (Dave Vickers) attends various seminars and programs on EEO and related requirements and trains other employees on that information

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KROS is increasing its efforts to continue to develop a list of groups and organizations that may want notification of job openings through on-air-announcements, personal contacts, etc.

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KROS airs regular EEO announcements on the air

KROS Broadcasting Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender or sexual orientation. Through our community contacts, websites, radio advertisements, scholarship contribution, job shadowing and participation in long-term recruitment initiatives KROS Broadcasting Inc. continues to reach a broad segment of the communities. We touch the communities in every possible manner through these methods. We are proud of the programs we currently use, but are always looking for opportunities to add to our existing programs.