

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, 2015 to, and including, October 1, 2016 (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.

- In February of 2016 KROS dropped below the 5 employee limit. When or if the position(s) are hired on a full-time basis, KROS will follow the EEO recruitment rules,
- In the interim, KROS will also continue the non-vacancy specific recruitment efforts as part of the normal efforts of the station.

KROS staff (Dave Vickers) attends various seminars and programs on the topic of Equal Employment Opportunities rules and regulations. He informs and trains other staff on the information.

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Presentations are made at various career fairs and similar events as requested.

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KROS continues efforts to further develop a list of groups and organizations that may want notifications of job openings through on-air announcements, personal contacts and other out reach in the community.

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KROS will continue to air EEO announcements on-the-air.

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KROS continues working with area high schools on programs with students who want to work in broadcasting. In this reporting period there were no students interested in the program from area schools. KROS will continue working with the schools on this program in offering the opportunity for students. There have been a number of students who have been involved in the training program in previous years.

Students typically are in the studio 2-3 days/week for a semester. While most of the time is spent training on-air and they are given an 'air shift' they are also informed about other potential jobs in broadcasting including but not limited to production/sales/sports/etc.

If the student is interested they are often given some part-time hours after completion of their program.

No students took advantage of the opportunity in this reporting period.

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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.

Applicants will be sought using the Clinton Herald (local newspaper-including the papers on-line job placement service), KROS announcements, Iowa Workforce Development, other on-line sources (IBA, IBNA, Social Media, etc.), and other sources as the job opening may warrant at that time.