

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, 2018 to, and including, September 30, 2019 (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 currently has five full-time employees

KROS did not make any other to hire other new employees during the Applicable Period.

KROS also attends and makes presentations at various “job fairs” and other programs for students as requests and time permits

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

KROS continues working with area high schools on programs with students who want to work in broadcasting. 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.

A Riverbend School (Fulton, IL) student (Kyle Schipper) interned during the applicable period coming to KROS as part of that school’s program. He started in late August 2018 and worked until January 2019. See attached letter

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.

KROS airs regular EEO announcements on the air concerning letting the station know if there are any organizations interested in receiving notices about job openings that may occur.

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.

6225 Sandy Bottom Drive
Fulton, IL 61252
December 20, 2018

Mr. Gary Determan
KROS Radio
870 13th Avenue
Clinton, Iowa 52732

Dear Mr. Determan:

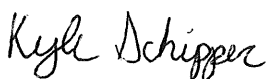
Being able to experience what a radio station is really like was an amazing experience for me. I had a great time learning about everything that goes on at the radio station. I had a really great time at the station and I was incredibly proud to say I met you and Dave.

As I reflect on the semester, I was amazed at all that I learned. I never knew all of the hard work that you and Dave put in to the station. I learned that doing what you do is not easy and takes a lot of hard work. I really enjoyed learning from you guys and watching you in action. It really helped me a lot when it came to me being more confident on the air. I became more confident by trying to act like you and Dave while I was on the air. I came to love being on the air and the thrill that comes with knowing that a lot of people are listening to me talk on the radio. I hope to continue to pursue radio broadcasting and, hopefully, someday I can be like you and Dave.

Working at the radio station this past semester has made me realize how important being prepared is. I never realized how much preparation goes into every morning radio show. Running a morning radio show like you do takes a lot of preparation and hard work. I have learned that I really love the radio business, and I hope I can get into it someday. Without your allowing me to work with you this past semester, I would have never realized that this is something I know I want to get in to. Working with you and Dave has also taught me how to better communicate with others and to a big audience.

Thank you for the wonderful opportunity you have provided; working at your radio station has been a fantastic experience; I shall never forget you, Dave, or the experience.

Sincerely,



Kyle Schipper