

KCRR(FM), KOEL-FM, KKHQ-FM, KOEL(AM)
EEO PUBLIC FILE REPORT
October 1, 2007 – September 30, 2008

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	1-21	1
Receptionist	1-21	1
Promotions	1-21	1
Telemarketer	1-21	1
Account Executive	1-21	2
Receptionist	1-21	2
Program Director	1-21	2
Account Executive	1-21	1
Account Executive	1-21	1
Account Executive	1-21	1

KCRR(FM), KOEL-FM, KKHQ-FM, KOEL(AM)
EEO PUBLIC FILE REPORT
 October 1, 2007 – September 30, 2008

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements (all SEU stations) 501 Sycamore Street, STE 300 Waterloo, IA 50703	N	12
2	Cumulusjobs.com	N	8
3	Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	N	0
4	Brown Institute of Broadcast Education 1440 Northland Drive St Paul, MN 55120	N	0
5	Catherine McAuley Center for Women 866 4 th Ave SE Cedar Rapids, IA 52403	N	0
6	Cedar Rapids Civil Rights Comm City Hall 50 2 nd Ave Bridge Cedar Rapids, IA 52401	N	0
7	Clark College 1550 Clark Drive Dubuque, IA 52001	N	0
8	Coe College 1220 1 st Avenue NE Cedar Rapids, IA 52402	N	0
9	Cornell College 600 1 st St W Mt Vernon, IA 52314	N	0
10	HACAP 1515 Hawkeye Drive Hiawatha, IA 52233	N	0
11	Kaplan University 7009 Nordic Drive Cedar Falls, IA 50613	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Hawkeye Institute of Technology PO Box 8015 Waterloo, IA 50704	N	0
13	Iowa Broadcasters Association PO Box 71186 Des Moines, IA 50265	N	0
14	Iowa State University 208 Career Hall Ames, IA 50011	N	0
15	Jane Boyd Community House 943 14 th Avenue SE Cedar Rapids, IA 52401	N	0
16	NAACP 222 3 rd Street NE Cedar Rapids, IA 52403	N	0
17	NAB 1771 North St NW Washington DC 20036	N	0
18	National Hispanic Media Coalition 2514 S Grand Avenue Los Angeles, CA 90007	N	0
19	University of Iowa 380 Iowa Memorial Union Iowa City, IA 52242	N	0
20	University of Northern Iowa GIL242 Cedar Falls, IA 50614	N	0
21	Vocational Rehabilitation 4403 1 st Ave SE Cedar Rapids, IA 52403	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			20

KCRR(FM), KOEL-FM, KKHQ-FM, KOEL(AM)
EEO PUBLIC FILE REPORT
October 1, 2007 – September 30, 2008

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>The stations regularly host an internship program throughout the entire year. During this reporting period, we hosted a total of six interns as follows:</p> <p>Spring Semester 2008: Two students from Hawkeye Community College interned for KOEL-FM and KKHQ-FM, assisting with board operations, community relations and, on occasion, participating in a live morning show as well as voice tracking a few air shifts.</p> <p>Summer Semester 2008: Three students from the University of Northern Iowa worked with our Promotions Director. They participated in a wide variety of promotional duties, including marketing packages.</p> <p>One intern from Drake University interned with our news director, assisting with news writing and gathering.</p>
2	Host Job Fair	<p>On February 19, 2008, the stations hosted a career fair at the Pipac Center in Cedar Falls, IA. The stations promoted the event on-air, organized the exhibition space and solicited participating local employers. Our stations also served as a participating local business with our Sales Manager and Market Manager manning the booth and speaking with interested attendees.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Host Job Fair	On September 23, 2008, the stations hosted a career fair at the Pipac Center in Cedar Falls, IA. The stations promoted the event on-air, organized the exhibition space and solicited participating local employers. Our stations also served as a participating local business with our Waterloo Sales Manager and Market Manager manning the booth and speaking with interested attendees.
4	Host Job Fair	On September 23, 2008, the stations also hosted a career fair at Upper Iowa University in Fayette, IA. The stations promoted the event on-air, organized the exhibition space and solicited participating local employers. Our stations also served as a participating local business with our Oelwein Sales Manager and Market Manager manning the booth and speaking with interested attendees.
5	Management-level training regarding equal employment opportunity and preventing discrimination	On April 4, 2008, our business manager participated in a telephonic training session on the FCC's EEO rules as presented by outside communications counsel for Cumulus.