

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, 2014 to, and including, October 1, 2015 (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.

No full-time positions were filled in this reporting period

### Recruitment Initiatives in the applicable period

>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 hired for some part-time hours after completion of their program for a limited term.

KROS hosted Northeast High School student Nick Kilburg (senior) -- for a second semester (spring 2015) intern program. He worked in all aspects of the station operation. School contact was Kristi Becker - [kristi.becker@northeast.k12.ia.us](mailto:kristi.becker@northeast.k12.ia.us)

>KROS also attends and makes presentations at various "job fairs" and other programs for students as time and requests permit.

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

Workplace employment presented by attorney Gene Lasuer on June 25, 2015. Information was then presented to other station staff by Dave Vickers.

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>Provided scout group tour on April 21, 2015 presenting broadcast employment opportunities to scouts and their parents.

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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.

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.