KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington, and Ft. Madison, IA

2016 EEO Public File Report

October 1, 2015 to September 30, 2016

A. Full-time Vacancies Filled During Past Year

1 Job Title:	Marketing Consultant	**Date Filled:**	6/1/2016
2 Job Title:	Marketing Consultant	**Date Filled:**	6/27/2016
3 Job Title:	On-Air Personality	**Date Filled:**	7/18/2016
4 Job Title:	On-Air Personality	**Date Filled:**	8/1/2016

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Marketing Consultant

Source	Contact Person	Address	Tel #	Referred Person Hired?
All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	No
Radio Advertising	John Pritchard	610 N. 4th St. Suite 310, Burlington, IA 52601	319-752-2701	No
The Hawk Eye Newspaper	Classified	800 S. Main, Burlington, IA 52601	319-754-8461	Yes
Staff	John Pritchard	610 N. 4th St. Suite 310, Burlington, IA 52601	319-752-2701	No
Iowa Broadcasters Website	Sue Toma	PO Box 71186, Des Moines, IA 50325	515-224-7237	No

2. Job Title: Marketing Consultant

Source	Contact Person	Address	Tel #	Referred Person Hired?
All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	No
Radio Advertising	John Pritchard	610 N. 4th St. Suite 310, Burlington, IA 52601	319-752-2701	No

The Hawk Eye Newspaper	Classified	800 S. Main, Burlington, IA 52601	319-754-8461	No
Staff	John Pritchard	610 N. 4th St. Suite 310, Burlington, IA 52601	319-752-2701	Yes
Iowa Broadcasters Website	Sue Toma	PO Box 71186, Des Moines, IA 50325	515-224-7237	No

3. Job Title: On-Air Personality

Source	Contact Person	Address	Tel #	Referred Person Hired?
All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	YES
Radio Advertising	John Pritchard	610 N. 4th St. Suite 310, Burlington, IA 52601	319-752-2701	No
The Hawk Eye Newspaper	Classified	800 S. Main, Burlington, IA 52601	319-754-8461	No
Staff	John Pritchard	610 N. 4th St. Suite 310, Burlington, IA 52601	319-752-2701	No
Iowa Broadcasters Website	Sue Toma	PO Box 71186, Des Moines, IA 50325	515-224-7237	No

4. Job Title: On-Air Personality

Source	Contact Person	Address	Tel #	Referred Person Hired?
All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	No
Radio Advertising	John Pritchard	610 N. 4th St. Suite 310, Burlington, IA 52601	319-752-2701	No
The Hawk Eye Newspaper	Classified	800 S. Main, Burlington, IA 52601	319-754-8461	No
Staff	John Pritchard	610 N. 4th St. Suite 310, Burlington, IA 52601	319-752-2701	YES
Iowa Broadcasters Website	Sue Toma	PO Box 71186, Des Moines, IA 50325	515-224-7237	No

In addition, Titan Broadcasting LLC notified each of the following Recruitment/Referral Sources for every full-time job vacancy from October 1, 2015 to September 30, 2016.

Augustana College	Lisa	Slater	639 38th Street	Rock Island	IL	61201-	(309) 794-7339
Blackhawk College	Harris	Coleman	6600 34th Avenue	Moline	IL	61265-	(309) 796-5000
Broadcast Education Association	Heather	Birks	1771 N Street NW	Washington	DC	20036-2891	(202) 602-0584
Buena Vista University	Emily	Gallagher	610 W. Fourth Street	Storm Lake	IA	50588-	(712) 749-2440
Central College	Pat	Joachim Kitzman	812 University	Pella	IA	50219-	(641) 628-5271
Coe College	Diane Rae	Patten	1220 1st Avenue NE	Cedar Rapids	IA	52402-	(319) 399-8844
Des Moines Area Community College	Sara	Moore	2006 S. Ankeny Blvd. Bldg #1	Ankeny	IA	50021-	(515) 964-6463
Division of Persons with Disabilities	Linda	Scott	Lucas State Office Building	Des Moines,	IA	50319-	(515) 242-5655.
Drake University	Annette	Watson	2507 University Avenue	Des Moines,	IA	50311-	(515) 271-4715
Grand View College	Susie	Stearns	1200 Grandview Avenue	Des Moines,	IA	50316-	(515) 263-2888
Grinnell College	Diane	Hawkins	1127 Park Street	Grinnell,	IA	50112-	(641) 269-4000
Hawkeye Community College	Kate	Childers	1502 E. Orange Road	Waterloo,	IA	50704-8015	(319) 296-4297
Illinois State University	Pat	Heck	185 Student Services Building	Normal,	IL	61790-2520	(309) 438-5754
Iowa Central Community College	David	Raedeker	330 Avenue M	Fort Dodge,	IA	50501-	(515) 576-0099
Iowa State University	Mark	Becker	0570 Beardshear Hall	Ames	IA	50011-	(515) 294-4111
Iowa Wesleyan College	Jack	Bruns	601 N. Main Street	Mt. Pleasant,	IA	52641-	(800) 582-

							2383
Iowa Western Community College	Abigail	Berthold	2700 College Road	Council Bluffs	IA	51503-	(712) 325-3294
Iowa Workforce Development	Jolene	Ridgway	1000 East Grand	Des Moines,	IA	50319-0209	(515) 281-5387
Kaplan University Urbandale	Jami	Olson	4655 121st Street	Urbandale,	IA	50323-	(515) 727-2100
Kaplan University(Cedar Rapids)	Cindy	Beahl	3165 Edgewood Parkway S W	Cedar Rapids	IA	52404-	(319) 363-0481
Luther College	Lynn	Ingvalson	700 College Drive	Decorah,	IA	52101-	(563) 387-1025
Minorities in Broadcasting Training Program	Patrice	Williams	P.O. Box 39696	Los Angeles	CA	90039-	(310) 652-0271
Scott Community College	Sarah	Evans	500 Belmont Rd.	Bettendorf	IA	52722-	(563) 336-3341
Southeastern Community College	Jeff	Ebbing	1500 W Agency Rd	West Burlington	IA	52655	(319) 752-2731
St Ambrose University	Angela	Wolfe	518 W Locust Street	Davenport	IA	52803	(563) 333-6000
Step Employment Services	Wade	O'Neil	815 Avenue H	Ft. Madison	IA	52627-	(319) 237-1730
Truman State University	Polly	Matteson	100 E. Normal	Kirksville,	MO	63501-	(660) 785-4000
University of Missouri	Rob	McDaniels	909 Lowry Mall	Columbia,	MO	65211-6060	(573) 882-6801
University of Northern Iowa	Sarah	Goblirsch	1227 W 27th St	Cedar Falls,	IA	50614-	(319) 273-6857
Wartburg College	Derek	Solheim	100 Wartburg Blvd.	Waverly,	IA	50677-	(319) 352-8330
William Penn University	Marsha	Riordan	201 Trueblood Avenue	Oskaloosa,	IA	52577-	(641) 673-1045

No organizations have asked to be notified of full-time vacancies in the employment unit.

C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year. 19

D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source

Source:	# Interviewed
All Access.com	6
Radio Advertising	1
The Hawk Eye Newspaper	7
Staff	5
Iowa Broadcasters Website	0
Total:	19

EEO Outreach Initiatives:

iii) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;

Date of Initiative: 5/12/2016

Initiative Description /Participation: Tri-State Career and Resource Fair hosted by Hoerner YMCA in Keokuk, IA.

Names & Positions of station personnel involved/in attendance: Mark Hempen, Sales Manager. Drew Kirby, Program Director.

(xiv) Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Date of Initiative: 10/14/2015

Initiative Description /Participation:
Navigating the FCC's Equal Employment Opportunity Rules & Public File Requirements - EEO Webinar for Iowa Broadcaster Association Members.
Presented by David Oxenford, Wilkinson Barker Knauer LLP
Names & Positions of station personnel involved/in attendance: Mark Hempen, Sales Manager.