

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

|    |            |                                |              |          |
|----|------------|--------------------------------|--------------|----------|
| 1  | Job Title: | RECEPTIONIST/TRAFFIC ASSISTANT | Date Filled: | 10/07/24 |
| 2  | Job Title: | RECEPTIONIST/TRAFFIC ASSISTANT | Date Filled: | 12/02/24 |
| 3  | Job Title: | AR/BILLING/TAFFIC SPECIALIST   | Date Filled: | 10/17/24 |
| 4  | Job Title: | MEDIA ADVISOR                  | Date Filled: | 01/27/25 |
| 5  | Job Title: | TRAFFIC/PROGRAM COORDINATOR    | Date Filled: | 02/17/25 |
| 6  | Job Title: | MEDIA ADVISOR                  | Date Filled: | 03/24/25 |
| 7  | Job Title: | SALES MANAGER                  | Date Filled: | 06/02/25 |
| 8  | Job Title: | MEDIA ADVISOR                  | Date Filled: | 06/09/25 |
| 9  | Job Title: | PRODUCTION MANAGER             | Date Filled: | 06/16/25 |
| 10 | Job Title: | AR/BILLING/TAFFIC SPECIALIST   | Date Filled: | 07/14/25 |
| 11 | Job Title: | RECEPTIONIST/TRAFFIC ASSISTANT | Date Filled: | 07/30/25 |
| 12 | Job Title: | MEDIA ADVISOR                  | Date Filled: | 08/11/25 |
| 13 | Job Title: | MEDIA ADVISOR                  | Date Filled: | 08/11/25 |
|    |            |                                |              |          |

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

| JOB TITLE                      | # of Applicants | # of Interviews | # of Hires | Recruitment Source ("RS") # from Master Recruitment Source Tab                                                                                                              | RS # Referring Hiree | NOTES                                            |
|--------------------------------|-----------------|-----------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------------------------------------------------|
| Receptionist/Traffic Assistant | 40              | 4               | 1          | Recruitment Radio Ads, Indeed.com, DMMG Careers                                                                                                                             | 12                   |                                                  |
| Receptionist/Traffic Assistant | 25              | 3               | 1          | Recruitment Radio Ads, Indeed.com, DMMG Careers                                                                                                                             | 5                    |                                                  |
| AR/Billing/Traffic Specialist  | 33              | 8               | 1          | Linkedin, Recruitment Radio Ads, DMMG Careers Site                                                                                                                          | 12                   |                                                  |
| Media Advisor                  | 8               | 2               | 1          | Recruitment Radio Ads, DMMG Careers Site, Linkedin                                                                                                                          | 4                    |                                                  |
| Traffic/Program Coordinator    | 1               | 1               | 1          | Recruitment Radio Ads, DMMG Careers Site, Direct Reach Out                                                                                                                  | 17                   |                                                  |
| Media Advisor                  | 23              | 4               | 1          | Recruitment Radio Ads, DMMG Careers Site, Linkedin, Employee Referral, Indeed.com                                                                                           | 5                    |                                                  |
| Sales Manager                  | 20              | 1               | 1          | Linkedin, DMMG Careers Site, Saga Careers Site                                                                                                                              | 4                    |                                                  |
| Media Advisor                  | 10              | 2               | 1          | Recruitment Radio Ads, DMMG Careers Site, Linkedin                                                                                                                          | 5                    |                                                  |
| Production Manager             | 46              | 5               | 1          | Linkedin, Recruitment Radio Ads, DMMG Careers Site, allaccess.com, Iowa Broadcasters Assoc, Saga Careers Site, Employee Referral, Internal Posting, Indeed.com, Ramp247.com | 7, 16                | Hiree from both Social Media & Employee Referral |
| AR/Billing/Traffic Specialist  | 1               | 1               | 1          | Internal Transfer/Promotion                                                                                                                                                 | 10                   |                                                  |
| Receptionist/Traffic Assistant | 26              | 5               | 1          | Recruitment Radio Ads, Indeed.com, Employee Referral, Internal Application, GlassDoor, DMMG Careers                                                                         | 7                    |                                                  |
| Media Advisor                  | 26              | 6               | 2          | Linkedin, Recruitment Radio Ads, DMMG Careers                                                                                                                               | 4                    | RS # 4 for both Hirees                           |
|                                |                 |                 |            |                                                                                                                                                                             |                      |                                                  |

**C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past year (this will be a raw number)****42****D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:****259**

**E. Outreach Activities**

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes. Stations in employment units with more than 10 full-time employees must complete 4 initiatives in a two-year period.

**OUTREACH ACTIVITY DESCRIPTION**

**For Period Covering: 10/1/2024 - 09/30/25**

Provided tours of the Des Moines Media Group facilities to local community groups/schools to allow them to observe the operations and management side of radio. Also participated in job shadow programs with local students to provide them with a more in-depth look at the operations and management side of the radio industry.

Employees of the Des Moines Media Group went to schools and spoke about possible future careers in radio. Dates below.

Internship Program      Paid Internship program during the summer to provide skills related to the broadcast industry.    Programming and Promotions Departments

| Type of Recruitment Initiative | Date              | Brief Description of Activity                                                                                                                    | No. of Station Participants | Participant Title  |
|--------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|--------------------|
| Career Fair                    | 11/1/2024         | Timberline School College & Career Fair from 12:20pm - 2:50pm                                                                                    | 1                           | On Air Talent      |
| Tour of facility/studios       | 12/3/2024         | Group Tour: Drake University School of Journalism & Mass Communication Dean Team                                                                 | 1                           | Operations Manager |
| Career Fair                    | 9/18/2025         | UNI Fall Career Fair                                                                                                                             | 1                           | Summer Intern      |
| Internship Program - Annual    | 5/19/25 - 8/18/25 | Established internship program. We staff interns during the summer season each calendar year to provide skills related to the broadcast industry | 1                           | Operations Manager |

KSTZ-FM, KRNT-AM, KIOA-FM, KPSZ-AM, KAZR-FM

KOEZ-FM, KIOA-HD2, KAZR-HD2, KSTZ-HD2

Des Moines Media Group (Formerly Des Moines Radio Group), Des Moines, IA

EEO Public File Report

Period Covered: October 1, 2024 - September 30, 2025

**MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| RS Number                              | RS Information                          |                                                                                      | Phone        | Source Entitled to Vacancy Notification? (Yes / No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------------------------|-----------------------------------------|--------------------------------------------------------------------------------------|--------------|-----------------------------------------------------|----------------------------------------------------------|
| 1                                      | AllAccess.com                           | <a href="http://www.allaccess.com">www.allaccess.com</a>                             |              | N                                                   | 0                                                        |
| 2                                      | Iowa Broadcasters Association           | PO Box 71186, Des Moines IA 50325                                                    |              | N                                                   | 0                                                        |
| 3                                      | Saga Communications Inc                 | <a href="http://sagacom.com/careers">sagacom.com/careers</a>                         |              | N                                                   | 6                                                        |
| 4                                      | LinkedIn                                | <a href="http://www.linkedin.com">www.linkedin.com</a>                               | 650-687-3600 | N                                                   | 44                                                       |
| 5                                      | On-Air Recruiting Commercial (Radio Ad) | 1416 Locust Street, Des Moines, IA 50309                                             | 515-280-1350 | N                                                   | 62                                                       |
| 6                                      | Handshake                               | <a href="http://www.app.joinhandshake.com">www.app.joinhandshake.com</a>             |              | N                                                   | 0                                                        |
| 7                                      | Employee Referral                       |                                                                                      |              | N                                                   | 7                                                        |
| 8                                      | Non-Employee Referral                   |                                                                                      |              | N                                                   | 0                                                        |
| 9                                      | Internal Application                    | 1416 Locust Street, Des Moines, IA 50309                                             | 515-280-1350 | N                                                   | 1                                                        |
| 10                                     | Internal Transfer/Promotion             | 1416 Locust Street, Des Moines, IA 503010                                            | 515-280-1350 | N                                                   | 1                                                        |
| 11                                     | Word of Mouth                           |                                                                                      |              | N                                                   | 2                                                        |
| 12                                     | Indeed.com                              | <a href="http://www.indeed.com">www.indeed.com</a>                                   |              | N                                                   | 108                                                      |
| 13                                     | Des Moines Media Group                  | <a href="http://desmoinesmediagroup.con/careers">desmoinesmediagroup.con/careers</a> | 515-280-1350 | N                                                   | 23                                                       |
| 14                                     | Job Fair                                |                                                                                      |              | N                                                   | 0                                                        |
| 15                                     | Ramp247.com                             |                                                                                      |              | N                                                   | 0                                                        |
| 16                                     | Social Media                            |                                                                                      |              | N                                                   | 3                                                        |
| 17                                     | Direct Reach out                        |                                                                                      |              | N                                                   | 1                                                        |
| 18                                     | Glass Door                              |                                                                                      |              | N                                                   | 1                                                        |
| TOTAL INTERVIEWS OVER REPORTING PERIOD |                                         |                                                                                      | 42           |                                                     | 259                                                      |

| JOB TITLE OPENING              | # of Applicants | DATE FILLED | allaccess.com | Iowa Broadcasters Assoc | Saga Careers Site | Linkedin | DMMG Radio Spot | Handshake | Employee Referral | Non Employee Referral | Internal Application | Internal Transfer/Promotion | Word of Mouth | Indeed.com | DMMG Careers Site | Job Fair | Ramp247.com | Social Media | Direct Reach Out | Glass Door | TOTAL |
|--------------------------------|-----------------|-------------|---------------|-------------------------|-------------------|----------|-----------------|-----------|-------------------|-----------------------|----------------------|-----------------------------|---------------|------------|-------------------|----------|-------------|--------------|------------------|------------|-------|
| Receptionist/Traffic Assistant | 40              | 10/07/24    |               |                         |                   |          | 3               |           |                   |                       |                      |                             |               | 37         |                   |          |             |              |                  |            | 40    |
| Receptionist/Traffic Assistant | 25              | 12/02/24    |               |                         |                   |          | 10              |           |                   |                       |                      |                             |               | 15         |                   |          |             |              |                  |            | 25    |
| AR/Billing/Traffic Specialist  | 33              | 10/17/24    |               |                         |                   |          | 13              |           |                   |                       |                      |                             |               | 20         |                   |          |             |              |                  |            | 33    |
| Media Advisor                  | 8               | 01/27/25    |               |                         |                   | 4        | 2               |           |                   |                       |                      |                             |               |            | 2                 |          |             |              |                  |            | 8     |
| Traffic/Program Coordinator    | 1               | 02/17/25    |               |                         |                   |          |                 |           |                   |                       |                      |                             |               |            |                   |          |             |              | 1                |            | 1     |
| Media Advisor                  | 23              | 03/24/25    |               |                         |                   | 9        | 5               |           | 1                 |                       |                      |                             |               | 1          | 7                 |          |             |              |                  |            | 23    |
| Sales Manager                  | 20              | 06/02/25    |               |                         | 3                 | 10       |                 |           |                   |                       |                      |                             |               |            | 7                 |          |             |              |                  |            | 20    |
| Media Advisor                  | 10              | 06/09/25    |               |                         |                   | 5        | 3               |           |                   |                       |                      |                             |               |            | 2                 |          |             |              |                  |            | 10    |
| Production Manager             | 46              | 06/16/25    |               |                         | 3                 | 4        |                 |           | 5                 |                       |                      |                             | 2             | 24         | 5                 |          |             | 3            |                  |            | 46    |
| AR/Billing/Traffic Specialist  | 1               | 07/14/25    |               |                         |                   |          |                 |           |                   |                       |                      | 1                           |               |            |                   |          |             |              |                  |            | 1     |
| Receptionist/Traffic Assistant | 26              | 07/30/25    |               |                         |                   |          | 12              |           | 1                 |                       | 1                    |                             |               | 11         |                   |          |             |              |                  | 1          | 26    |
| Media Advisor                  | 26              | 08/11/25    |               |                         | 10/17/2024        | 12       | 14              |           |                   |                       |                      |                             |               |            |                   |          |             |              |                  |            | 45608 |
|                                | 259             |             | 0             | 0                       | 45588             | 44       | 62              | 0         | 7                 | 0                     | 1                    | 1                           | 2             | 108        | 23                | 0        | 0           | 3            | 1                | 1          | 45841 |