

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:	AR/BILLING/TAFFIC SPECIALIST	Date Filled:	01/12/26
2	Job Title:	SALES ASSISTANT	Date Filled:	03/03/26
3	Job Title:	DIGITAL CAMPAIGN MANAGER	Date Filled:	03/30/26
4	Job Title:	MEDIA ADVISOR	Date Filled:	01/05/26
5	Job Title:	MEDIA ADVISOR	Date Filled:	04/13/26
6	Job Title:	GENERAL MANAGER	Date Filled:	06/08/26
7	Job Title:	MEDIA ADVISOR	Date Filled:	08/10/26

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
AR/Billing/Traffic Specialist	1	1	1	Internal Transfer/Promotion	10	
Sales Assistant	16	3	1	Linkedin, DMMG Careers Site, Recruitment Radio Ads, Indeed	12	
Digital Campaign Manager	1	1	1	Recruitment Radio Ads	5	
Media Advisor	17	5	2	Linkedin, DMMG Careers Site, Recruitment Radio Ads, Indeed	4	Both LinkedIn RS
General Manager	3	3	1	Internal Transfer/Promotion, Radio Ink, Inside Radio	9	
Media Advisor	39	4	1	Linkedin, DMMG Careers Site, Recruitment Radio Ads, Indeed	4	

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past year (this will be a raw number)**17****D. Total Number of Applicants for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:****77**

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: 10/1/2025 - 09/30/26

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
#10 Career Fair	11/21/2025	Pleasant Hill Elementary Career Day	1	On Air Talent / Production Manager
#10 Tour of facility/studios	1/10/2026	Group Tour: Valley High School Radio Speech Team tour of station, recorded audio to see if interested in career path and also discussed PT Board Op positions	1	Operations Manager
#1 Career Fair	10/21/26 & 4/7/27	Iowa Wild Career Fairs - Promotions Department	1	Promotions Coordinator
#5 Internship Program - Annual	6/26 - 8/26	Established internship program. We staff interns during the summer season each calendar year to provide skills related to the broadcast industry	1	Director of Content
#10 Career Fair	2/18/2026	Iowa State University - Promotions Department for PT Summer positions	1	Promotions Coordinator

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, 2025 - September 30, 2026

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	www.allaccess.com		N	0
2	Iowa Broadcasters Association	PO Box 71186, Des Moines IA 50325		N	0
3	Saga Communications Inc	sagacom.com/careers		N	0
4	LinkedIn	www.linkedin.com	650-687-3600	N	8
5	On-Air Recruiting Commercial (Radio Ad)	1416 Locust Street, Des Moines, IA 50309	515-280-1350	N	3
6	Handshake	www.app.joinhandshake.com		N	0
7	Employee Referral			N	0
8	Non-Employee Referral			N	0
9	Internal Application	1416 Locust Street, Des Moines, IA 50309	515-280-1350	N	0
10	Internal Transfer/Promotion	1416 Locust Street, Des Moines, IA 503010	515-280-1350	N	2
11	Word of Mouth			N	0
12	Indeed.com	www.indeed.com		N	2
13	Job Fair			N	0
14	Ramp247.com			N	0
15	Social Media			N	0
16	Inside Radio	insideradio.com		N	1
18	Iowa Workforce Development			N	0
19	Direct Reach out			N	0
20	Glass Door			N	0
21	Radio Ink			N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD				Total Applicants	77
					17

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/Pro motion	Word of Mouth	Indeed.com	Job Fair	Ramp247.com	Social Media	Inside Radio	Radio Ink	IWF	Direct Reach Out	Glass Door	DMMG	TOTAL
AR/Billing/Traffic Specialist	1	01/12/26										1												1
Sales Assistant	16	03/03/26				5	1							10										16
Digital Campaign Manager	1	03/30/26					1																	1
Media Advisor	17	04/13/26				7	5							5										17
General Manager	3	06/08/26										1						1	1					3
Media Advisor	39	08/10/26				8								31										39
																								0
																								0
																								0
																								0
																								0
	77		0	0	0	20	7	0	0	0	0	2	0	46	0	0	0	1	1	0	0	0	0	77