

**EEO PUBLIC FILE REPORT**  
**2016**

**A. Employment Unit Covered**

KOKX AM - WCEZ FM - Keokuk, Iowa

**B. Reporting Period**

April 15, 2016 thru September 30, 2016

**C. Full - Time Vacancies Filled During Reporting Period 2**

<b>Job Title: Traffic Manager</b>	<b>Date Filled:</b>	8/12/2016
<b>Recruitment Source:</b>	Radio	
<b>Job Title: Account Executive</b>		9/6/2016
<b>Recruitment Source:</b>	Web Site	

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
1 KOKX & WCEZ	108 Washington St	Keokuk, Ia	55120
2 Sanford Brown	1345 Mendota Hgts Rd	Mendota Heights	55120
3 <a href="http://www.radiokeokuk.com">www.radiokeokuk.com</a>	108 Washington St.	Keokuk, Ia	50548
4 Indeed	Internet		
5 Walk in/Employee Reference		Keokuk, Ia	50548

**Total number of interviewees from all sources for this position:25**

**Total Number of Interviewees for Traffic Manager Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources**

<u>Referral Source</u>	<u>Contact</u>	<u>Address</u>	<u>Phone</u>	<u>Number of Interviewees Referred</u>
KOKX & WCEZ	Dave Brock	108 Washington St. Keokuk, Ia 52632	319-524-5410	20
Sanford Brown	Dave Brock	108 Washington St. Keokuk, Ia 52632	319-524-5410	0
<a href="http://www.radiokeokuk.com">www.radiokeokuk.com</a>	Dave Brock	108 Washington St. Keokuk, Ia 52632	319-524-5410	2
Indeed	Dave Brock	108 Washington St. Keokuk, Ia 52632	319-524-5410	0
Walk In	Dave Brock	108 Washington St. Keokuk, Ia 52632	319-524-5410	3

**Total number of interviewees from all sources for this position: 25**

**Total Number of Interviewees for Account Executive Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources**

<u>Referral Source</u>	<u>Contact</u>	<u>Address</u>	<u>Phone</u>	<u>Number of Interviewees Referred</u>
KOKX & WCEZ	Dave Brock	108 Washington St Keokuk, Iowa 52632	319-524-5410	2
Sanford Brown	Dave Brock	108 Washington St Keokuk, Iowa 52632	319-524-5410	0
<a href="http://www.radiokeokuk.com">www.radiokeokuk.com</a>	Dave Brock	108 Washington St Keokuk, Iowa 52632	319-524-5410	1
Indeed	Dave Brock	108 Washington St Keokuk, Iowa 52632	319-524-5410	0
Walk In	Dave Brock	108 Washington St Keokuk, Iowa 52632	319-524-5410	1

**Total number of interviewees from all sources for this position:4**

**G. Outreach Activities Performed During the Reporting Period**

<u>Initiative</u>	<u>Scope of Participation and Location</u>	<u>Station Staff Involved</u>
Training - Establishment of training for station personnel designed to acquire skills for higher positions	Training included development of professional business relationships, management of personnel, development of plans for improved business development April 2016	Dave Brock Kathi Black Karri George
Partnership with our local schools.	Partnering with our local school, to teach the basics of radio broadcasting. From sales, to commercial, to on-air contact. How does radio work? Class room setting, and field trips to the radio station	Dave Brock
Training - Establishment of training for station personnel designed to acquire skills for higher positions	Sales Training and management information for development of better community business relationships with in the stations home communities. September 27 & 28, 2016	Dave Brock