

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington, and Ft. Madison, IA

## 2008 EEO Public File Report

Outreach Initiative Activity from October 1, 2007 to September 30, 2008

<b>A. Full-time Vacancies Filled During Past Year</b>				
<b>1 Job Title:</b>	Account Executive	<b>Date Filled:</b>	5/16/08	
<b>B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy</b>				
<b>1. Job Title:</b>	Account Executive			
<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Tel #</b>	<b>Referred Person Hired?</b>
All Access.com	Joel Denver, Pres.	28955 Pacific Coast HWY, STE 210, Malibu, CA 90265	310-457-6616	No
Radio Advertising	John Pritchard	2850 Mt. Pleasant St., Burlington, IA 52601	513-271-6060	No
Hawk Eye	Classified	800 S. Main, Burlington, IA 52601	319-754-8461	No
Staff	John Pritchard	2850 Mt. Pleasant St., Burlington, IA 52601	319-754-5402	Yes
<b>C. Total Number of Persons Interviewed For All Full-time Vacancies Filled During the Past Year.</b>				<b>5</b>
<b>D. Total Number of Interviews For All Full-time Vacancies Filled During the Past Year Per Recruitment/Referral Source</b>				
<b>Source:</b>		<b># Interviewed</b>		
Newspaper Ads		1		
Radio Spots		1		
Staff		1		
All Access.com		0		
Job Fairs		1		
Total		4		

Titan Broadcasting LLC Recruitment/Referral Sources notified of each full-time job vacancy from October 1, 2007 to September 30, 2008. None of the Recruitment/Referral sources have requested notification of job vacancies.

<b>Company Name</b>	<b>Address</b>	<b>City</b>	<b>State</b>
American Women in Radio & Television	8405 Greensboro Dr. Ste.	McLean	VA
Augustana College	639 38th St.	Davenport	IA
Blackhawk College	6600 34th Ave	Moline	IL
Buena Vista University	610 W. Fourth St.	Storm Lake	IA
Central College	812 University	Pella	IA
Clarke College	1550 Clarke Dr.	Dubuque	IA
Coe College	1220 1st Ave NE	Cedar Rapids	IA
Des Moines Area Community College	2006 S. Ankeny Blvd. Bldg #1	Ankeny	IA
Drake University	2507 University Ave	Des Moines	IA
Grand View College	1200 Grandview Ave	Des Moines	IA
Grinnell College	1127 Park St.	Grinnell	IA

Hamilton College	4655 121st St.	Urbandale	IA
Hawkeye Community College	1502 E. Orange Road	Waterloo	IA
IA Dept of Human Rights	Lucas State Office Building	Des Moines	IA
Illinois Broadcasters Association	300 W. Pershing St. Suite B	Energy	IL
Illinois Center for Broadcasting	55 W. 22nd St.	Lombard	IL
Illinois State University	185 Student Services Building	Normal	IL
Iowa Broadcasters Association	PO Box 71186	Des Moines	IA
Iowa Central Community College	330 Avenue M	Fort Dodge	IA
Iowa Wesleyan College	601 N. Main St.	Mt. Pleasant	IA
Iowa Workforce Development	100 East Grand	Des Moines	IA
Luther College	700 College Dr.	Decorah	IA
Martin L. King Center	515 Beach St.	Waterloo	IA
NAACP & Community Resource Center	1134 9th Street SE	Cedar Rapids	IA
Ohio Center for Broadcasting	6703 Madison Rd.	Cincinnati	OH
Step Employment Services	815 Avenue H	Fort Madison	IA
Truman State University	100 E. Normal	Kirksville	MO
University of Iowa	24 Phillips Hall	Iowa City	IA
University of Missouri	130 Jesse Hall	Columbia	MO
University of Northern Iowa	Services Gilchrist 242	Cedar Falls	IA
Wartburg College	100 Wartburg Blvd.	Waverly	IA
William Penn University	201 Trueblood Ave	Oskaloosa	IA

**Outreach category:**

(1) Participation in at least four job fairs by station personnel who have substantial responsibility for hiring decisions.

**Date of Initiative:** April 3, 2008

**Initiative Description /Participation:** Attended the Iowa Workforce Job Fair, from 2 to 7PM at Burlington Memorial Auditorium

**Names & Positions of station personnel involved/in attendance:** John Pritchard, General Manager, Cosmo Leone, Program Director, and Faith Krause, Sales Manager

**Outreach category:**

(3) Co-sponsoring at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.

**Date of Initiative:** April 3, 2008

**Initiative Description /Participation:** Participated in planning and promoting the Iowa Workforce Job Fair, April 3, 2008 from 2 to 7PM held at Burlington Memorial Auditorium.

**Names & Positions of station personnel involved/in attendance:** John Pritchard, General Manager, Cosmo Leone, Program Director, and Faith Krause, Sales Manager

**Outreach category:**

(4) Participation in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

**Outreach category:**

**Date of Initiative:** April 5, 2008

**Initiative Description /Participation:** Cosmo Leone, participated in a "Ethical Decision Making Seminar" put on by Grade A Plus for Burlington Area Highschool students. The event promoted ethical decision making in both professional and personal situations.

**Names & Positions of station personnel involved/in attendance:** Cosmo Leone, Program Director

**Outreach category:**

(5) The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

**Date of Initiative:** June, & July 2008

**Initiative Description /Participation:** Allyson Franklin, a student participating in the Upward Bound program with Southeastern Community College, interned from June 9, 2008 to July 11, 2008. Allyson worked with programming and production departments during the summer.

**Names & Positions of station personnel involved/in attendance:** Cosmo Leone, Program Director and Sherry Nikki Heydmann, Production Director and John Pritchard, General Manager