

**EEO PUBLIC FILE REPORT**  
**2015**

**A. Employment Unit Covered**

KHBT FM - Humboldt Iowa

**B. Reporting Period**

October 1, 2014 thru September 30, 2015

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

**2**

**Job Title: Operations Director      Date Filled:      12/15/2015**  
**Recruitment Source:**  
**Job Title: News & Sports Director      2/1/2015**  
**Job Title: News Director      6/1/2015**

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
1 Brown Institute	1345 Mendota Hqts Rd	Mendota Heights	55120
2 Iowa Central CC	1 Triton Circle	Ft. Dodge	50501
3 KHBT Radio	2196 Montana Ave	Humboldt	50548
4 Walk in/Employee Reference		Humboldt	50548

**Total number of interviewees from all sources for this position:10**

**Total Number of Interviewees for Full-Time Announcer Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources**

<b>Referral Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Number of Interviewees Referred</b>
Walk In/ Personal Referral	Dave Brock	2196 Montana Ave Humboldt IA 50548	515-332-4100	1
Brown Institute	Dave Brock	2196 Montana Ave Humboldt IA 50548	515-332-4100	8
Iowa Central CC	Dave Brock	2196 Montana Ave Humboldt IA 50548	515-332-4100	1

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

<b>Initiative</b>	<b>Scope of Participation and Location</b>	<b>Station Staff Involved</b>
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 2015	Dave Brock Kathi Black Karri George
Training and information for personnel management and legal information regarding employment and FCC regulations	Education development provided by the Iowa Broadcasters Association. Included legal information regarding employee relation. Correct legal procedures regarding employee relations. Plus Information regarding FCC requirements, current and future. June 2015	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. October 2015	Dave Brock Kathi Black Karri George