

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

**A. Employment Unit Covered**

KHBT FM - Humboldt Iowa

**B. Reporting Period**

October 1, 2015 thru September 30, 2016

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

<b>Job Title: News/Sports Director</b>	<b>Date Filled:</b>	6/1/2016
<b>Recruitment Source:</b>		
<b>Job Title: Account Executive</b>	<b>Date Filled:</b>	6/1/2016
<b>Job Title: Program Director/On-Air</b>		

**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	<u>1345 Mendota Hqts Rd</u>	Mendota Heights	55120
2 Iowa Central CC	1 Triton Circle	Ft. Dodge	50501
3 KHBT Radio	2196 Montana Ave	Humboldt	50548
4 Indeed	Internet		
5 Walk in/Employee Reference		Humboldt	50548

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

**Total Number of Interviewees for New/Sports Director Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources**

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/ Personal Referral	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Brown Institute	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	2
Iowa Central CC	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	2
Indeed	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	6

**E. 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 Indeed	Internet		
5 Walk in/Employee Reference		Humboldt	50548

**Total number of interviewees from all sources for this position: 2**

**Total Number of Interviewees for Account Executive 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	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
KHBT radio advertising	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	2
Iowa Central CC	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Indeed	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	0

**F. 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 Indeed	Internet		
5 Walk in/Employee Reference		Humboldt	50548

**Total number of interviewees from all sources for this position:6**

**Total Number of Interviewees for Program Director/On-Air 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	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
KHBT radio advertising	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	
Iowa Central CC	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Indeed	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	6

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

<b>Initiative</b>	<b>Scope of Participation and Location</b>	<b>Station Staff Involved</b>
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 October - January - Once a month	Brandy Donalson