

EEO PUBLIC FILE REPORT
2016/2017

A. Employment Unit Covered

KHBT FM - Humboldt Iowa

B. Reporting Period

October 1, 2016 thru September 30, 2017

C. Full - Time Vacancies Filled During Reporting Period

2

Job Title: News/Sports Director Date Filled:
Recruitment Source:
Job Title: Account Executive
Job Title: Program Director/On-Air

3/1/2017

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 Hgts 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:0

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	0
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

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 Hgts 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: 0

Total Number of Interviewees for Account Executive 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
KHBT radio advertising	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
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 Hgts 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

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/ Personal Referral	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	2
KHBT radio advertising	Kathi Black	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
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	4

G. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location	Station Staff Involved
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	Nathan Bloechl