

**EEO PUBLIC FILE REPORT**  
**2021-2022**

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**A. Employment Unit Covered**

KHBT FM - Humboldt Iowa

**B. Reporting Period**

October 1, 2021 - September 31, 2022

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

**3**

**Job Title: News/Sports Director                      Date Filled:                      4/29/2022**  
**Job Title: Business/Traffic Mgr                      2/15/2022**  
**Job Title: Account Executive**  
**Job Title: Program Director/On-Air                      7/18/2022**

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
1 Iowa Central CC	1 Triton Circle	Ft. Dodge	50501
2 KHBT Radio	2196 Montana Ave	Humboldt	50548
3 Indeed	Internet		
4 Walk in/Employee Reference		Humboldt	50548
5 <u>All Access</u>	Internet		

**Total number of interviewees from all sources for these positions:                      84**

**Total Number of Interviewees for New/Sports Director 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 Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	
Iowa Central CC	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	
Indeed	Kathi Kolar	2196 Montana Ave	515-332-4100	12
All Access	Kathi Kolar	Humboldt IA 50548	515-332-4100	27
			TOTAL	<b>39</b>

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
2 KHBT Radio	2196 Montana Ave	Humboldt	50548
5 Walk in/Employee Reference		Humboldt	50548

**Total number of interviewees from all sources for this position: 0**

**Total Number of Interviewees for Business/Traffic Manager 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 Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	1
KHBT radio advertising	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	2
Iowa Central CC	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Indeed	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
All Access	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	
			TOTAL:	<b>3</b>

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

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
2 Iowa Central CC	1 Triton Circle	Ft. Dodge	50501
4 Indeed	Internet		
5 All Access	Internet		

**Total number of interviewees from all sources for this position: 0**

**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 Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Iowa Central CC	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	2
Indeed	Kathi Kolar	2196 Montana Ave	515-332-4100	12
All Access	Kathi Kolar	Humboldt IA 50548	515-332-4100	28
			TOTAL:	<b>42</b>

**G.**

<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 content. How does radio work? Class room setting, and field trips to the radio station October.	Kathi Kolar