

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington and Ft. Madison, IA

2025 EEO Public File Report

Outreach Initiative Activity from October 1, 2024 to September 30, 2025

We had no full-time vacancies during this time period.

No organizations have asked to be notified of full-time vacancies in the employment unit.

EEO Outreach Initiatives:

(iii) co-sponsoring at least one (1) job fair with organizations in the business and professional community whose membership is comprised substantially of women and minorities.

Date of Initiative: 9/18/25

Initiative Description /Participation: Sponsorship of the Southeast Iowa Job Fair at Westland Mall in West Burlington. This job fair was hiring for businesses in the community that strongly encouraged applications from women and minorities. Over 70 local businesses participated

Names & Positions of station personnel involved/in attendance: John Pritchard, General Manager, Amy Burkhart, Marketing Consultant.

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

Date of Initiative: 11/05/24

Initiative Description /Participation: Station Tour and employment presentation given to a group of adults from the Hope Haven Dayhab. Topics covered included day to day activities, broadcast employment topics, observation of on-air show, contesting, marketing strategies, programming, etc.

Names & Positions of station personnel involved/in attendance: L.J. Pritchard, General Manager, Mercedes Ponce, Operations Director, Eric Hanson, Production Director

Date of Initiative: 4/9/25

Initiative Description /Participation: Station Tour and employment presentation given to a group students from New London Community School District Internship class. Topics covered included day to day activities, broadcast employment topics, observation of on-air show, contesting, marketing strategies, programming, etc.

Names & Positions of station personnel involved/in attendance: L.J. Pritchard, General Manager, Mercedes Ponce, Operations Director, Eric Hanson, Production Director

Date of Initiative: 4/11/25

Initiative Description /Participation: Station Tour and employment presentation given to a group of students from Hope Haven. Topics covered included day to day activities, broadcast employment topics, observation of on-air show, contesting, marketing strategies, programming, etc.

Names & Positions of station personnel involved/in attendance: L.J. Pritchard, General Manager, Mercedes Ponce, Operations Director, Eric Hanson, Production Director

Date of Initiative: 7/8/25

Initiative Description /Participation: Station Tour and employment presentation given to a group of students McDonough County SRA Summer Camp for special needs adults. Topics covered included day to day activities, broadcast employment topics, observation of on-air show, contesting, marketing strategies, programming, etc.

Names & Positions of station personnel involved/in attendance: L.J. Pritchard, General Manager, Mercedes Ponce, Operations Director, Eric Hanson, Production Director

(v) establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of Initiative: 5/15/25-8/31/25

Initiative Description /Participation: Radio and Digital Marketing Internship with Hailey Holverson. Hailey joined our staff as a Marketing Intern focused on Agricultural clients. She working alongside our Marketing Consultants on Marketing related items with some of our ag clients. Duties included:

- Assist with developing and executing marketing campaigns targeting agricultural businesses and audiences.
- Support the production and promotion of ag-focused radio programming, farm reports, and sponsorships.
- Help manage digital and social media content tailored to the farming and rural community.
- Conduct market research on agricultural advertisers, events, and emerging trends.
- Assist sales staff with preparing presentations, proposals, and client outreach.
- Represent the station at farm shows, fairs, and community events.
- Support daily administrative tasks within the marketing and promotions department.
- Collaborate with the sales, and on-air teams to maximize ag-focused marketing impact.

Names & Positions of station personnel involved/in attendance: L.J. Pritchard, General Manager, Amy Burkhart, Marketing Consultant.