

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington and Ft. Madison, IA

2026 EEO Public File Report

Outreach Initiative Activity from October 1, 2025 to September 30, 2026

EEO Outreach Initiatives:

(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: 2/5/26

Initiative Description /Participation: Station Tour and employment presentation given to a group of 8 adults from the Imagine the Possibilities program in Burlington. 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: Darrin Wright, Program Director, Eric Hanson, Production Director, Mercedes Ponce, Operations Director

Date of Initiative: 4/6/26

Initiative Description /Participation: Station Tour and employment presentation given to a group of adults from the MOTT'S Day Hab-Hope Haven from Wapello. 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: Darrin Wright, Program Director, Eric Hanson, Production Director, Mercedes Ponce, Operations Director

Date of Initiative: 5/20/26

Initiative Description /Participation: Station Tour and employment presentation given to a group of sixth grade students from Burlington Notre Dame School. 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: Wyatt Reed, Program Director, Mercedes Ponce, Operations Director

Date of Initiative: 6/24/26

Initiative Description /Participation: Station Tour and employment presentation given to two groups of students in the summer work-based learning program led by Ashley Spiekermeier. Twenty-one students came in two sessions throughout the day. 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: Amy Burkhart, Marketing Consultant, Mercedes Ponce, Operations Director

Date of Initiative: 6/25/26

Initiative Description /Participation: Morning long Job Shadow for Gavin Hayes, a high school student at Burlington Community School District. 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: Mercedes Ponce, Operations Director, Darrin Wright, Program Director, Eric Hanson, Production Director

Date of Initiative: 9/23/26

Initiative Description /Participation: Morning long Job Shadow for Jordan Edington, a high school student at West Burlington Community School. 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: Mercedes Ponce, Operations Director, Darrin Wright, Program 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: September 16th 2026- Ongoing

Initiative Description /Participation: Radio Broadcasting Internship with Aidan Rodriguez. Partnering with the West Burlington High School Cooperative Education Program, Aidan is interning throughout the school year with Titan Broadcasting, gaining experience in many facets of employment in the broadcasting industry focusing on:

- 1. Career paths in the broadcast industry**
- 2. Broadcast employment issues**
- 3. Day to Day radio station duties and activities**
- 4. Information regarding EAS procedures**
- 5. Music scheduling**
- 6. Observation of a live radio show**
- 7. Recording/Producing of commercials/promotional materials**
- 8. Other work-related tasks as assigned.**
- 9. Follow all company policies and procedures including all FCC regulations as directed by supervisor**

Names & Positions of station personnel involved/in attendance: Mercedes Ponce, Operations Director, Eric Hanson, Production Director, Erin Campbell, Afternoon Board Operator

(vii) establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions;

Date of Initiative: July 1st-August 13th, 2026

Initiative Description /Participation

Employee, Mercedes Ponce, went through hands on training and multiple hours of job shadowing to demonstrate her readiness for a higher position. During this period, Mercedes was given extra training on various station procedures including:

- Broadcast employment issues
- FCC Licensing/Public Inspection Files/
- EEO Public File
- Political Filing and procedures

Mercedes demonstrated what she has learned throughout the six weeks training by documenting multiple procedures and answering questions about policies and procedures.

Names & Positions of station personnel involved/in attendance: Mercedes Ponce, Operations Director, John Pritchard, Station owner