

KJJY(FM), KWQW(FM), KGGO(FM), KHKI(FM)
EEO PUBLIC FILE REPORT
October 1, 2025 – September 30, 2026

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Market Account Executive	1-4, 12, 14-24	4
Market Account Executive	1-4, 12, 14-23	4
Digital Sales Manager	1-11	4
Market Account Executive	1-23	4

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	0
2	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
3	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
4	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	20
5	Abilities in Jobs www.abilitiesinjobs.com	N	0
6	Disabled Job Seekers www.disabledjobseekers.com	N	0
7	Disabled Person www.disAbledperson.com	N	0
8	Diversity in Jobs www.diversityinjobs.com	N	0
9	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
10	US Diversity Job Search www.usdiversityjobsearch.com	N	0
11	Veteran Job Center www.veteranjobcenter.com	N	0
12	Candeo 9550 White Oak Lane Johnston, IA 50131 (515) 259-8110 bethany.wilcke@candeiowa.org candeo@candeiowa.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Iowa Department of Veterans Affairs 7105 NW 70th Avenue Johnston, IA 50131 515-242-5331 jodi.tymeson@iowa.gov	N	0
14	IA Vocational Rehabilitation Services 510 E. 12th Street Des Moines, IA 50319 515-281-4255 lisadogs@mediacombb.net	N	0
15	Christian Opportunity Center 1553 Broadway Street Pella, IA 50219 641-628-8087 bbrooks@christianopportunity.org swheeler@christianopportunity.org	N	0
16	Genesis Development 401 W McKinley, PO Box 438 Jefferson, IA 50129 (515) 386-3017 carrie@genesisindevelopment.com	N	0
17	PROTEUS 3850 Merle Hay Road, Suite 500 Des Moines, IA 50310 (515) 271-5303 lbarnett@proteusinc.net	N	0
18	Workforce Development Center 430 E Grand Avenue Des Moines, IA 50309 2626957790 brian.feltes@dwd.wisconsin.gov	N	0
19	Iowa State University 1800 Christensen Drive Ames, IA 50010 515-294-4111 dhanson@foundation.iastate.edu vsalotti@iastate.edu sharonp1@iastate.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Iowa State University College of Veterinary Medicine 1800 Christensen Drive Ames, IA 50010 515-294-1250 edhollan@iastate.edu cgabbert@iastate.edu	N	0
21	IowaWORKS Center - Ames 903 Lincoln Way Ames, IA 50010 515-725-5495 Region8web@iwd.iowa.gov	N	0
22	IowaWORKS Center - Des Moines 200 Army Post Road Des Moines, IA 50315 515-281-9619 Region11web@iwd.iowa.gov brent.camery@iwd.iowa.gov	N	0
23	IowaWORKS Center - Marshalltown Southgate Plaza, 101 Iowa Avenue West Marshalltown, IA 50158 641-754-1400 MarshalltownIowaWORKS@iwd.iowa.gov branden.hassett@iwd.iowa.gov	N	0
24	Employee Referral	N	1
25	Internal Transfer/Promotion	N	0
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of November and December of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Where Every Voice Matters: Inclusivity Series – Volume Two</i> , which was presented in three (3) segments: <i>The Powerful Force of Empathy</i> ; <i>Listening to Understand</i> ; and <i>the Benefits of Small Kindness: Using Micro-Affirmations</i> . These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. They introduced micro-affirmations—small, consistent acts of kindness—as a practical way to build inclusive communities. Participants learned how to listen more effectively and incorporate these tools into daily routines for personal and professional growth.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the months of May and June of 2026, this SEU participated in additional training. Certain hiring managers as well as certain staff members completed the Health & Safety Institute (HSI) on-line course, <i>Importance of Trust and Integrity</i> . These segments explored the core components of trust—integrity, follow-through, consistency, loyalty, and openness—and highlighted why integrity sits at the heart of effective organizations. They also explained how trust drives better everyday decisions, stronger collaboration, and healthier, more productive teams.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of May and June of 2026, our SEU participated in harassment prevention training. Certain hiring managers as well as certain staff members completed a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Harassment Prevention and the Respectful Workplace</i> . These sessions helped employees at all levels understand workplace harassment and explained how to build a stronger, more respectful, work environment through concise overviews and reflection opportunities that deepen knowledge and awareness. By empowering employees to recognize, prevent, and address harassment, the course supported the creation of a workplace that is not only harassment-free, but also collaborative, supportive, and engaging. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 13, 2026, our SEU's HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were re-examined and reinforced, after which questions were entertained. Our Market Manager viewed this recorded session and associated Power Point presentation on September 25, 2026.