

KLJB
EEO PUBLIC FILE REPORT
October 1, 2019-September 30, 2020

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
Account Executive	1-50	50
Account Executive	1-50	21

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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	See Appendix A	See Appendix A	See Appendix A
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	See Appendix B	See Appendix B
2		
3		
4		

KLJB			
Appendix B to Annual EEO Public File Report			
Coverage period: October 1, 2019 - September 30, 2020			
Section 3: Recruitment Initiatives			
	Recruitment Initiative	Description	
1	Participation in Job fairs by station personnel who have substantial responsibility for hiring decisions.	Participated along with WHBF staff in the Pro Fair at St Ambrose Univesity	
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions.	Participated in Pro fair with WHBF staff at Augustana University	
3			
4	Participation in activities designed to further the goal of disseminating information about employment opportunities in TV broadcasting to job candidates who might otherwise be unaware of such opportunities.	KLJB created a television spot which airs weekly at varying times during the week. The spot invites job seekers to the Iowa Broadcasters Association online Job Bank. These promotional spots are designed to promote outreach generally and are not directed to providing notification of specific job vacancies.	
5	Participation in activities designed to further the goal of disseminating information about employment opportunities in TV broadcasting to job candidates who might otherwise be unaware of such opportunities.	KLJB created a television spot for Account Executive recruitment. The spot invites job seekers to the KLJB website career link. These promotional spots are designed to promote employment at KLJB's sales department.	