

This Report covers full-time vacancy recruitment data for the period October 1, 2010 to September 30, 2011.

1. Employment unit: Good Radio.TV

2. Unit members (stations and communities of license):

- KMCD (AM), Fairfield, IA
- KKFD-FM, Fairfield, IA

3. EEO Contact information for employment unit:

- Mailing address: 57 South Court Street, Fairfield, IA 52556
- Telephone number: 641-472-4191
- Contact person & title: Tammy Jones, General Manager
- E-mail: tjones@fairfieldiowaradio.com

4. List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Date Filled	Referral Source
New Director	03/28/11	Brown College

5. Referral Sources for Each Position

Job title: News Director

Referral source(s) of hiree: Placement officer at Brown College

Date hired: 03/28/11

Number interviewed: 2

Source	Contact	Phone	Referred Person Hired
Station Advertising	Tammy Jones	641-472-4191	No
IBA Jobs.com	Sue Toma	515-224-7237	No
Brown College	Beth Mathiason	314-647-8181	Yes
Broadcast Center	Shawn Streeter	314-647-8181	No
Wartburg College	Delissa Larson	800-772-2085	No

6. Total # of Interviewees Referred:

For the period from October 1, 2010 to September 30, 2011, this Employment Unit interviewed 2 interviewees for full-time job vacancies.

7. Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

- Radio and Internet Outreach

We constantly advertise an invitation to all job-seekers interested in broadcasting, radio and sales careers to contact us. This is done through on-air announcements on our radio stations; a page on our own web site, ExploreSEIowa.com, and listings on

SoutherOnIowaHelpWanted.com, a co-venture with other area radio stations. We also use the local Iowa Workforce Development office and web site iowajobs.org

- Training Programs to Advance Employee Skills

Weekly Sales Meetings (one-on-One and in group setting); Monthly Staff Meetings

- Class Tours

Periodically we conduct tours of our facilities for school classes in our communities. The classes range from grade school through high school age. During those tours we introduce the students to the various jobs available in our stations and in our industry and give them contact information for future reference.

- In-Studio Classroom

Classes from area schools attend sessions at our studios to learn details about the radio business in general and specific jobs in the industry.

- In-Class Presentations

We visit area schools to give presentations on the radio station and job opportunities offered in the business. During the presentations we discuss the radio station, and various opportunities we offer. These usually entail job fairs and guest speaking opportunities to familiarize students from grade school through high school of the radio industry.