

# **KNOD EEO PUBLIC FILE REPORT**

OCTOBER 1, 2007 TO SEPTEMBER 30, 2008

## **I. NEWS DIRECTOR**

1. DATE POSITION FILLED: 11/1/07
2. REFERRING HIRE: KNOD WEBSITE
3. RECRUITMENT SOURCES: USED ALL SOURCES LISTED BELOW:

## **II. MASTER RECRUITMENT SOURCE LIST**

1. IOWA WORKFORCE DEVELOPMENT  
ATTN: JUDY THRAEN  
1210 7TH STREET, SUITE D  
HARLAN, IA 51537  
PHONE: 712-755-3777  
FAX: 712-755-7343
2. HARLAN COMMUNITY HIGH SCHOOL  
ATTN: VICKI CARSTENS  
2102 DURANT STREET  
HARLAN, IA 51537  
PHONE: 712-755-3103
3. IOWA WESTERN COMMUNITY COLLEGE  
ATTN: JOYCE RODENBORN  
2712 12TH STREET  
HARLAN, IA 51537  
PHONE: 712-755-3568
4. IOWA BROADCASTERS ASSOCIATION JOB BANK WEBSITE  
ATTN: MARK OSMUNDSEN  
P O BOX 71186  
DES MOINES, IA 50325  
PHONE: 515-224-7237  
FAX: 515-224-6560
5. KNOD RADIO (ON-AIR)
6. KNOD WEBSITE (WWW.KNODFM.COM)
7. EMPLOYEE REFERRAL
8. NON-EMPLOYEE REFERRAL
9. MAIL-IN, WALK-IN, E-MAIL BY APPLICANT

## **III. RECRUITMENT INITIATIVES**

1. HARLAN COMMUNITY HIGH SCHOOL CAREER DAY  
STAFF SPOKE WITH STUDENTS FROM HARLAN HIGH SCHOOL DURING CAREER EVENT AT SCHOOL.
2. INTERNSHIP PROGRAM  
EMPLOYED 2 HIGH SCHOOL STUDENTS AND TRAINED THEM TO PERFORM ON-AIR DUTIES.  
THOSE DUTIES INCLUDE METER READINGS, ON-AIR DELIVERY AND BOARD OPERATION.
3. SCHOLARSHIP PROGRAM  
PROMOTED IBA SCHOLARSHIP PROGRAM ON THE AIR, WITH PSA'S STATING HOW AND  
WHERE TO APPLY FOR THE SCHOLARSHIPS.

