

EEO PUBLIC FILE REPORT
2023-2024

A. Employment Unit Covered

KHBT FM - Humboldt Iowa

B. Reporting Period

October 1, 2023 - September 31, 2024

C. Full - Time Vacancies Filled During Reporting Period

1

Job Title: News/Sports Director Date Filled:
Job Title: Business/Traffic Mgr
Job Title: Account Executive
Job Title: Program Director/On-Air

7/15/2024

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
1 Iowa Central CC	1 Triton Circle	Ft. Dodge	50501
2 KHBT Radio	2196 Montana Ave	Humboldt	50548
3 Indeed	Internet		
4 Walk in/Employee Reference		Humboldt	50548
5 <u>All Access</u>	Internet		

Total number of interviewees from all sources for these positions:

Total Number of Interviewees for New/Sports Director Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/ Personal Referral	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Iowa Central CC	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Indeed	Kathi Kolar	2196 Montana Ave	515-332-4100	0
All Access	Kathi Kolar	Humboldt IA 50548	515-332-4100	0
			TOTAL	0

E. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
2 KHBT Radio	2196 Montana Ave	Humboldt	50548
5 Walk in/Employee Reference		Humboldt	50548

Total number of interviewees from all sources for this position: 0

Total Number of Interviewees for Business/Traffic Manager Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/ Personal Referral	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
KHBT radio advertising	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Iowa Central CC	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Indeed	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
All Access	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
			TOTAL:	0

F. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
2 Iowa Central CC	1 Triton Circle	Ft. Dodge	50501
4 Indeed	Internet		
5 All Access	Internet		

Total number of interviewees from all sources for this position: 0

Total Number of Interviewees for Program Director/On-Air Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/ Personal Referral	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Iowa Central CC	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Indeed	Kathi Kolar	2196 Montana Ave	515-332-4100	0
All Access	Kathi Kolar	Humboldt IA 50548	515-332-4100	0
			TOTAL:	0

G. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

<u>Name</u>	<u>Address</u>	<u>City</u>	<u>Zip</u>
Iowa Central CC	1 Triton Circle	Ft. Dodge	50501
Indeed	Internet		
<u>All Access</u>	Internet		

Total number of interviewees from all sources for this position: 0

Total Number of Interviewees for Account Executive/Sales Vacancy Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact	Address	Phone	Number of Interviewees Referred
Walk In/ Personal Referral	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	1
Radio Advertising	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	1
Iowa Central CC	Kathi Kolar	2196 Montana Ave Humboldt IA 50548	515-332-4100	0
Indeed	Kathi Kolar	2196 Montana Ave	515-332-4100	0
All Access	Kathi Kolar	Humboldt IA 50548	515-332-4100	0
			TOTAL:	0

H.

Initiative	Scope of Participation and Location	Station Staff Involved
Partnership with our local schools.	Partnering with our local school, to teach the basics of radio broadcasting. From sales, to commercial, to on-air contact. How does radio work? Class room setting, and field trips to the radio station September 2024.	Matt Sher