

2018-2019 ANNUAL EEO PUBLIC FILE REPORT

IRIS MEDIA, LLC.

KDVC - FM

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2008 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KDVC-FM licensed in Columbia, MO, Boone County and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

This information contained in this Report covers the time period beginning October 1, 2018 to and including September 30, 2019 (the "Applicable Period"). The FCC's 2007 EEO Rule requires that this Report contain the following information:

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information.

Appendix 1 to
Annual EEO Public Report Form
Covering the Period from October 1, 2018 to and including September 30, 2019

Stations Comprising Station Employment Unit: KDVC-FM

Section 1 Vacancy Information

Full time Positions – Business Development Executive (7)

Filled by Job Title – Business Development Executive

Recruitment Source of Hires –Indeed (3), Walk-in (1), Website (2), Ziprecruiter (1)

Appendix 2

Annual EEO Public Report Form

Covering the Period from October 1, 2018 to and including September 30, 2019 (the "Applicable Period".)

Stations Comprising Employment Unit: KDVC-FM

Section 2: Recruitment Source Information: Iris Media, 3215 Lemone Industrial Blvd.
Suite 200, Columbia, MO 65201, 573-875-1099

Interviewers for this period were: Carrie Berkbuegler, Jonathan Durbin, Christine Lepp,
and Carla Leible

Total Number of Persons Interviewed During Applicable Period for These Positions: 29

Indeed (9), LinkedIn (10), Walk-in (1), Website (5), and Ziprecruiter (4)

Appendix 3

Annual EEO Public File Report Form Covering the Period from October 1, 2018 to and
including September 30, 2019 (the "Applicable Period".)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KDVC-FM

Internship Opportunities: Internships accepted year round with Sales Departments

Participation in Job Banks/Internet Programs – Recruited for open positions with job
postings:

- Posting jobs on Indeed (1/1/19 – 9/30/19)
- Reaching out through LinkedIn Recruiter (1/1/19 – 9/30/19)
- Posting jobs on Ziprecruiter.com (1/1/19 – 09/30/19)

Sponsorship of events in the community designed to increase public awareness:

- Girls Night Out – 10/4/18
- Project Pink Party – 10/11/18
- Veteran's Day 5K Run/2K Walk and Roll – 10/30/18
- Pledge to Not Drive Distracted – 4/14/19
- Best of Columbia – 5/9/19
- Mid-Missouri Disaster Relief Radiothon – 6/22/19

Participation in events or programs sponsored by educational institutes:

- September 19 2019: Mizzou Business Career Fair (Jonathan Durbin/Shelby Lyon)

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October 1, 2018 - September 30, 2019

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	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : janetjohnson@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
2	American Indian Council 310 Armour Rd, Ste 205 N. Kansas City, Missouri 64116 Phone : 816-471-4898 Email : cmolle@indiancouncil.net Fax : 1-816-471-8543 Christine Molle	N	0
3	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-880-4520 Email : ajohnson94@atu.edu Fax : 1-479-964-0863 Amanda Johnson	N	0
4	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
5	Bellarmine College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Fax : 1-502-452-8050 Ann Zenan	N	0
6	Black River Technical College PO Box 468 Pochantas, Arkansas 72455 Phone : 870-248-4000 Fax : 1-870-248-4100 Kimberly Bigger	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Blackburn College 700 College Ave. Carlinville, Illinois 62626 Phone : 217-854-3231 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry O Hare	N	0
8	Broadcast Center of St. Louis 2360 Hampton St. Louis , Missouri 63139 Phone : 314-647-8181 Email : mba@mbaweb.org Fax : 1-314-647-1575 Kara Savio	N	0
9	Cameron University 2800 West Gore Blvd. Lawton, Oklahoma 73505 Phone : 580-581-2209 Fax : 1-580-581-2564 Jennifer Holland	N	0
10	Career Fair	N	0
11	Central Methodist College CMC; 411 Central Methodist Square Fayette, Missouri 65248 Phone : 660-248-3391 Url : NONE Fax : 1-660-248-3469 Mark Kelty	N	0
12	Central Missouri State Univ. Wood 11; CMSU Corner of College & Clark Warrensburg, Missouri 64093 Phone : 660-543-4155 Fax : 1-660-543-4668 Theresa Alewel	N	0
13	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Fax : 1-773-995-2329 Abdule Mahdi	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
15	College of the Ozarks PO Box 17 Point Lookout, Missouri 65726 Phone : 417-334-6411 Fax : 1-417-690-3246 Ron Martin	N	0
16	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Fax : 1-708-209-3176 Dan Walther	N	0
17	Current Employee	N	0
18	Current Employee/Internal Promotion	N	0
19	Division of Workforce Development 1716 Four Seasons Drive Jefferson City, Missouri 65101 Phone : 573-526-8115 Email : Dylan.minor@ded.mo.gov Fax : 1-573-526-3494 Dylan Minor	N	0
20	Drury College 900 North Benton Avenue Springfield, Missouri 65802 Phone : 417-873-6817 Fax : 1-417-873-7808 Tina Moore	N	0
21	E-mail Inquiry	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Eastern Illinois University 600 Lincoln Ave. Charleston, Illinois 61920 Phone : 217-581-2412 Url : www.jobsvr.eiu.edu Email : jastevens2@eiu.edu Jan Stevens	N	0
23	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Fax : 1-630-617-3393 Annett Coduto	N	0
24	Employee Referral	N	0
25	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Fax : 1-309-467-6437 Connie Redmon	N	0
26	Facebook post	N	0
27	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Fax : 1-708-534-1173 Robbye Peppers	N	0
28	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Fax : 1-515-263-2824 Jim Auther	N	0
29	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Email : mba@mbaweb.org Fax : 1-641-269-4508 Maryls Upah	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Hannibal-Lagrange College 2800 Palmyer Road Hannibal, Missouri 63401 Phone : 573-221-3675 Fax : 1-573-221-6594 Dr. Karry Richardson	N	0
31	Harding University Main Campus PO Box 12243 Searcy, Arkansas 72149 Phone : 501-279-4454 Email : boersma@harding.edu Fax : 1-501-279-4122 Deb Bashaw	N	0
32	Harris-Stowe State College 3026 Laclede Ave. St. Louis, Missouri 63103 Phone : 3147-340-3512 Fax : 1-314-340-3389 Wanda McNeal	N	0
33	Henderson State University 100 Henderson Street; Box 772 Arkadelphia, Arkansas 71923 Phone : 870-230-5295 Fax : 1-870-230-5336 Jessica Garrison	N	0
34	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 2034874436 Alex Elavumkal Manual Posting	N	9
35	Indeed.com	N	0
36	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
37	Job Board	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Fax : 1-479-524-7221 Dan Noyes	N	0
39	Kentucky State University 400 East Main Street Frankfort , Kentucky 40601 Phone : 502-597-5948 Fax : 1-502-597-6699 Veleria Shavers	N	0
40	Lindsey Wilson College 210 Lidsey Wilson Street Columbia , Kentucky 42728 Phone : 270-384-8065 Email : careerservices@lindsey.edu Fax : 1-270-384-8434 Amy Wells	N	0
41	Linked In	N	10
42	LinkedIn / Word of Mouth	N	0
43	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Fax : 1-563-588-7371 Bobbi Martin	N	0
44	Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : career-center@millikin.edu Pam Haru	N	0
45	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0

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46	Missouri School of Journalism, Career Services 215 A Reynolds Journalism Institute University of Missouri Columbia, Missouri 65211 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
47	Missouri Southern State College 3950 East Newman Road Joplin, Missouri 64801 Phone : . Email : hirealiation@mssu.edu Career Services	N	0
48	Missouri Valley College 500 East College Marhall, Missouri 65340 Phone : 660-831-4080 Brie Dittmer	N	0
49	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Fax : 1-309-457-2363 Mindy Damewood	N	0
50	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Fax : 1-319-363-7543 Barb Mussman	N	0
51	NAACP 8 West 26th Street Careers Baltimore, Maryland 21218 Phone : 410-366-3300 Email : mba@mbaweb.org Fax : 1-410-366-3304 G.I. Johnson	N	0

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52	Northeastern State University 705 North Grand Tahlequah, Oklahoma 74464 Phone : 918-456-5511 Email : placement@nsuok.edu Fax : 1-918-458-2114 Gayle Anderson	N	0
53	Northern Oklahoma College 100 South University Avenue Enid, Oklahoma 73701 Phone : 580-548-2327 Fax : 1-580-548-2218 Boomer Appleman	N	0
54	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Fax : 1-712-707-7404 Bill Minnick	N	0
55	Northwestern State University 709 Oklahoma Blvd. Alva, Oklahoma 73717 Phone : 580-327-8435 Email : career@nwosu.edu Fax : 1-580-327-8413 Shaena Curry	N	0
56	Nothern Kentucky University UC 230, Nunn Drive Highland Height, Kentucky 41099 Phone : 859-572-5680 Email : cdc@nku.edu Fax : 1-859-572-6996 Karen Chinetti	N	0
57	Oklahoma State University Main Campus 360 Student Union Stillwater, Oklahoma 74078 Phone : 405-744-3473 Email : careers@okstate.edu Fax : 1-405-744-9954 Barry Fuxa	N	0
58	Other Source	N	0

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59	Ottawa University 1001 South Cedar Street Ottawa, Kansas 66067 Phone : 785-242-5200 Fax : 1-785-229-1017 Susan Webb	N	0
60	Phlander Smith College 812 West 13th Street Little Rock, Arkansas 72202 Phone : 501-370-5316 Fax : 1-501-370-5299 Alvin Anglin	N	0
61	Radio Recruitment Ad	N	0
62	Re-hire	N	0
63	Recruiter	N	0
64	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Susan Seibert	N	0
65	Southwestern Oklahoma State University 100 Camus Drive Weatherford, Oklahoma 73096 Phone : 580-774-3233 Fax : 1-580-774-7102 Kim Liebscher	N	0
66	Spalding University 851 South Fourth Street Louisville, Kentucky 40203 Phone : 502-585-9911 Fax : 1-502-588-7170 Connie Holland	N	0
67	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Fax : 1-563-333-6243 Jennifer Timmon	N	0

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68	St. Louis University 221 North Grand Blvd. St. Louis, Missouri 63130 Phone : 314-977-2828 Fax : 1-314-977-3486 Scott Plowman	N	0
69	Station On-Air Advertisement	N	0
70	Station Website	N	5
71	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3121 Email : sydneyfountain@tabor.edu Sydney Fountain	N	0
72	The Urban League 3701 Grandel Square St. Louis, Missouri 63156 Phone : 314-615-3624 Email : styler@urbanleague.stl.org Fax : 1-314-531-7462 Sidney Tyler	N	0
73	Thomas More College 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-341-5800 Fax : 1-859-344-3607 Renee Noel	N	0
74	Transylvania University 300 North Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Fax : 1-859-233-8785 Susan Rayer	N	0
75	Tri-County Urban League 317 South McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 Annie Gordon	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
76	Univ. of Missouri-Columbia 11 Jesse Hall Columbia, Missouri 65201 Phone : 573-882-0878 Email : career@missouri.edu Amanda Nell	N	0
77	University of Arkansas Monticello PO Box 3548 Monticello, Arkansas 71656 Phone : 870-460-1454 Fax : 1-870-460-1354 Laura Hughes	N	0
78	University of Central Oklahoma 100 North University Deive Edmond, Oklahoma 73034 Phone : 405-974-3346 Email : careers@ucok.edu Fax : 1-405-974-3826 Shannon Wilguess	N	0
79	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Fax : 1-563-589-3419 Deb Clarke	N	0
80	University of Missouri- Columbia no listing Columbia, Missouri 65211 Phone : 573-882-2121 Fax : 1-573-882-9907 University of Missouri- Columbia University of Missouri- Columbia	N	0
81	University of Missouri-St. Louis 8001 Natural Bridge Road St. Louis , Missouri 63121 Phone : 314-516-5100 Fax : 1-314-516-6535 Emily Mceneny	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
82	University of Saint Mary 4100 South 4th Street Leavenworth, Kansas 66048 Phone : 913-758-6142 Fax : 1-913-758-6313 Priscilla McLean	N	0
83	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
84	University of Tulsa 600 South College Tulsa, Oklahoma 74104 Phone : 918-631-2896 Email : career-services@utulsa.edu Sherri Alexander	N	0
85	Unknown Referral Source	N	0
86	Unversity of Missouri-Rolla 1870 Miner Circle/303 Norwood Hall Rolla, Missouri 65409 Phone : 573-341-4254 Email : mba@mbaweb.org Fax : 1-573-341-4253 LeAnn Morton	N	0
87	Walk In/Self-Referral	N	1
88	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Fax : 1-319-352-8365 Derek Solheim	N	0
89	Washburn University of Topeka 1700 Southwest College Ave. Topeka, Kansas 66621 Phone : 785-231-1010 Email : career-services@washburn.edu Fax : 1-785-232-2397 Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
90	Washington University 1 Brooking Drive St. Louis, Missouri 63130 Phone : 314-935-5930 Fax : 1-314-935-5905 Mark Smith	N	0
91	Western Kentucky University One Big Red Way Bowling Green , Kentucky 42101 Phone : 270-745-3095 Email : dan.onitsuka@wku.edu Dan Onitsuka	N	0
92	Wheaton College 501 College Ave. Wheaton , Illinois 60187 Phone : 630-752-5048 Fax : 1-630-752-5448 Jared Abuhl	N	0
93	William Jewel College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : careerdevelopment@william.jewell.edu Marissa Bland	N	0
94	Word of Mouth Referral	N	0
95	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
96	Ziprecruiter 401 Wilshire Blvd #200 Santa Monica, California 90401 Phone : 3104399587 Dean Parker Manual Posting	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

Referral Totals Report

Date: 9/30/2019

From: Iris Media

Page: 1/1

Referral Totals between 10/1/2018 to 9/30/2019

Recruitment Source	Total Referred
Indeed.com	9
Linked In	10
Website	5
Walk In/Self-Referral	1
Ziprecruiter	4

Total Number of Persons Interviewed:

29

Full Time Jobs Filled from 10/1/2018 to 9/30/2019

Job Title	Date Filled	Recruitment Source	Prong 2	Contact Details
Business Development Executive	01/23/2019	Station Website	No	
Business Development Executive	01/29/2019	Indeed	No	6433 Champion Grandview Way Bldg 1 Austin Texas 78750 Phone: 2034874436
Business Development Executive	05/24/2019	Zip Recruiter	No	
Business Development Executive	07/10/2019	Walk In	No	
Business Development Executive	07/09/2019	Indeed	No	6433 Champion Grandview Way Bldg 1 Austin Texas 78750 Phone: 2034874436
Business Development Executive	08/19/2019	Station Website	No	
Business Development Executive	08/30/2019	Indeed	No	6433 Champion Grandview Way Bldg 1 Austin Texas 78750 Phone: 2034874436

Interview Recruitment Source Report from 10/1/2018 - 9/30/2019

Please note that the recruitment source used for hiring is bolded in the text below

Job Title: Business Development Executive

Job Opening Period: 10/1/2018 - 9/30/2019

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Alexandra Wilson	1/24/2019	No		Linked In
Matt Grossheim	1/21/2019	Yes	1/29/2019	Website
Miranda Wilson	1/29/2019	Yes	1/29/2019	Indeed
Diego Ortecho	5/6/2019	No		Ziprecruiter
Kenny Brent	5/7/2019	No		Indeed
Jane Parker	5/17/2019	No		Linked In
Jacob Hopkins	5/17/2019	No		Indeed
Sherri Hines	5/17/2019	No		Linked In
Lindsey Baxter	5/24/2019	Yes	5/24/2019	Ziprecruiter
Alex Phifer	5/30/2019	No		Website
Tara Swanson	6/6/2019	No		Linked In
Danni Turner	6/6/2019	No		Indeed
Tina Stropes	6/12/2019	No		Ziprecruiter
Hayden Longueville	6/13/2019	No		Indeed
Kyra Jones	6/13/2019	No		Website
Olivia Mckee	6/17/2019	No		Linked In
Kody Ferrin	6/17/2019	No		Linked In
Laura Dunafon	6/21/2019	No		Ziprecruiter
Beth Cowgill	6/28/2019	No		Linked In

Interview Recruitment Source Report from 10/1/2018 - 9/30/2019

Please note that the recruitment source used for hiring is bolded in the text below

Job Title: Business Development Executive

Job Opening Period: 10/1/2018 - 9/30/2019

Interviewee	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
Cayla Hicks	7/3/2019	No		Linkedin
Teri Whitman	7/2/2019	No		Indeed
Ian McQueen	7/3/2019	No		Indeed
Denise Wilson	7/9/2019	Yes	7/9/2019	Indeed
Suzie Boedecker	7/9/2019	No		Website
Daniel Nunez-Regueiro	7/10/2019	Yes	7/9/2019	Walk-in
Grant Weiner	8/19/2019	No		Linkedin
Haley Goans	8/19/2019	Yes	8/19/2019	Website
Carolyn Manson	7/18/2019	No		Linkedin
Kelly Ross	8/30/2019	Yes	8/30/2019	Indeed

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RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2018	Participation in job banks, internet programs and other programs designed to promote outreach	posting of all positions through zip recruiter, indeed and linkedin	2	Jonathan Durbin Recruiter Becky James Business Manager
2	12/10/2018	Sponsorship of events in the community designed to increase public awareness	sponsored the disaster relief radiothon to help local community with tornado disaster relief and flooding	5	
3	11/11/2018	Sponsorship of events in the community designed to increase public awareness	Adoption & Foster Care Coalition explains how children are put in the system and why there's such a demand for foster and adoptive parents in the state and how the audience can help	5	
4	11/25/2018	Participation in events sponsored by community groups	Classical Education and Feeding MO helps with the realities of hunger in MO and the role of food banks in providing those in need throughout the state	5	
5	12/02/2018	Participation in events sponsored by community groups	Services for homeless veterans and burns recovered	5	

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RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	4/01/2019	Sponsorship of events in the community designed to increase public awareness	Cedar Creek Therapeutic Riding Center	1	
7	8/13/2019	Sponsorship of events in the community designed to increase public awareness	Armani's Angels Golf Tournament - helps pay surgical cost for animals	1	
8	8/13/2019	Sponsorship of events in the community designed to increase public awareness	sponsors and raises money for our local central mo honor flight	5	