

## **Annual EEO Public File Report**

**The purpose of this EEO Public File Report (Report) is to comply with Section 73.2080 (c) (6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KMCS & KWPC in Muscatine, Iowa, and is required to be placed in the public inspection files of these stations, and posted on their web-sites, if they have web-sites. For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the applicant accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.**

**Below are the required information of the Annual EEO Public File Report.**

## EEO PUBLIC INSPECTION FILE REPORT

(Place Report in Public Inspection File Annually, on Anniversary Date of the Deadline for Filing the Station's License Renewal Application)

### A. FULL TIME JOB VACANCIES FILLED BY STATION DURING ANNUAL REPORTING PERIOD

1. Total number of Interviewees for all full-time vacancies filled during the past year: 28
2. A list of all supplemental recruitment activities performed during the past year, with a brief description of each activity is attached hereto, if applicable.
3. Full-Time jobs filled during the past year 4

- a. Title of Full Time Job Filled: Sales  
Date Position Filled: 01/22/07

Recruitment Source Used: KWPC/KMCS RADIO  
Referred hire? Y  N  Number of Interviewees referred: 3  
Contact Person: JULIE WILIAMS/DEWAYNE HOPKINS  
Address: 3218 MULBERRY AVENUE, MUSCATINE, IOWA 52761  
Phone: 563-263-2442

Recruitment Source Used: AM/FM JOBS DOT COM  
Referred hire? Y  N  Number of Interviewees referred: 0  
Contact Person: MARK HOLLOWAY  
Address: ADMIN@AMFMJOBS.COM  
Phone: \_\_\_\_\_

Recruitment Source Used: MUSCATINE WORKFORCE DEVELOPMENT  
Referred hire? Y  N  Number of Interviewees referred: 1  
Contact Person: TONY RINCON  
Address: 2213 GRAND AVENUE, MUSCATINE, IOWA 52761  
Phone: 563-263-3521

Recruitment Source Used: MUSCATINE JOURNAL  
Referred hire? Y  N  Number of Interviewees referred: 8  
Contact Person: UNKNOWN, CLASSIFIED PERSON  
Address: 301 EAST THIRD STREET, MUSCATINE, IOWA 52761  
Phone: 563-263-2331

- b. Title of Full Time Job Filled: ACCOUNT EXECUTIVE  
Date Position Filled: 06/25/07

Recruitment Source Used: MUSCATINE WORKFORCE DEVELOPMENT  
Referred hire? Y  N  Number of Interviewees referred: 3  
Contact Person: TONY RINCON  
Address: 2213 GRAND AVENUE, MUSCATINE, IOWA 52761  
Phone: 563-263-3521

Recruitment Source Used: AM/FM JOBS DOT COM  
Referred hire? Y  N  Number of Interviewees referred: 0  
Contact Person: MARK HOLLOWAY  
Address: ADMIN@AMFMJOBS.COM  
Phone: \_\_\_\_\_

Recruitment Source Used: KWPC/KMCS RADIO  
Referred hire? Y  N  Number of Interviewees referred: 0  
Contact Person: JULIE WILLIAMS/DEWAYNE HOPKINS  
Address: 3218 MULBERRY AVENUE, MUSCATINE, IOWA 52761  
Phone: 563-263-2442

Recruitment Source Used: IOWA BROADCASTERS ASSOCIATION  
Referred hire? Y  N  Number of Interviewees referred: 1  
Contact Person: SUE TOMA  
Address: P.O. BOX 71186, DES MOINES, IOWA 50325  
Phone: 515-224-6560

- c. Title of Full Time Job Filled: ACCOUNT EXECUTIVE  
Date Position Filled: 07/18/07

Recruitment Source Used: MUSCATINE/IOWA WORKFORCE DEVELOPMENT  
Referred hire? Y  N  Number of Interviewees referred: 0  
Contact Person: TONY RINCON  
Address: 2213 GRAND AVENUE, MUSCAITNE, IOWA  
Phone: 563-263-3521

Recruitment Source Used: AM/FMJOBS.COM  
Referred hire? Y  N  Number of Interviewees referred: 0  
Contact Person: MARK HOLLOWAY  
Address: ADMIN@AMFMJOBS.COM  
Phone: \_\_\_\_\_

Recruitment Source Used: KWPC/KMCS RADIO  
Referred hire? Y  N  Number of Interviewees referred: 0  
Contact Person: JULIE WILLIAMS/DEWAYNE HOPKINS  
Address: 3218 MULBERRY AVENUE, MUSCATINE, IOWA 52761  
Phone: 563-263-2442

- d. Title of Full Time Job Filled: SPORTS DIRECTOR/ON-AIR  
Date Position Filled: 03/28/07

Recruitment Source Used: KWPC/KMCS  
Referred hire? Y  N  Number of Interviewees referred: 1

Contact Person: DEWAYNE HOPKINS  
Address: 3218 MULBERRY AVENUE, MUSCATINE, IOWA 52761  
Phone: 563-263-2442

Recruitment Source Used: IOWA BROADCASTERS ASSOCIATION  
Referred hire? Y  N  Number of Interviewees referred: 4  
Contact Person: SUE TOMA  
Address: DES MOINES, IOWA  
Phone: 515-224-6560

Recruitment Source Used: WMOI RADIO  
Referred hire? Y  N  Number of Interviewees referred: 1  
Contact Person: DAVID KLOCHENGA  
Address: MONMOUTH, ILLINOIS  
Phone: 309-734-9452

Recruitment Source Used: STTA WEB SITE  
Referred hire? Y  N  Number of Interviewees referred: 1  
Contact Person: UNKOWN, WEB SITE PICKED UP ADVERTISEMENT  
Address: UNKOWN  
Phone: UNKOWN

- e. Title of Full Time Job Filled: SALES MANAGER  
Date Position Filled: 09/24/07

Recruitment Source Used: KWPC/KMCS  
Referred hire? Y  N  Number of Interviewees referred: 3  
Contact Person: DEWAYNE HOPKINS  
Address: 3218 MULBERRY AVENUE, MUSCATINE, IOWA 52761  
Phone: 563-263-2442

Recruitment Source Used: QUAD CITY TIMES  
Referred hire? Y  N  Number of Interviewees referred: 1  
Contact Person: PRINT AD PLACED THROUGH MUSCATINE JOURNAL  
Address: MUSCATINE, IOWA  
Phone: 563-263-2331

Recruitment Source Used: IN-HOUSE RECRUITMENT  
Referred hire? Y  N  Number of Interviewees referred: 1

**FIRST EEO SUPPLEMENT ACTIVITY DESCRIPTION SHEET**

Activity: INTERNSHIP

Date: MAY 29, 2007 THROUGH AUGUST 3, 2007

Participating Employees: JULIE WILLIAMS, TRACIE MORGAN, DEWAYNE HOPKINS AND  
PAID INTERN MINDY SARGENT

Host/Sponsor of Activity: KWPC/KMCS RADIO

Brief Description of Activity and Station Participation: INTERNSHIP INCLUDED ASSIGNMENTS IN  
SALE, TRAFFIC AND PROGRAMMING  
DEPARTMENTS

**SECOND EEO SUPPLEMENT ACTIVITY DESCRIPTION SHEET**

Activity: Job FAIR

Date: 0/04/06

Participating Employees: LARRY TIMPE

Host/Sponsor of Activity: NORTHERN ILLINOIS UNIVERSITY

Brief Description of Activity and Station Participation:

**THIRD EEO SUPPLEMENT ACTIVITY DESCRIPTION SHEET**

Activity: JOB FAIR

Date: 04/12/07

Participating Employees: JAMIE FRIEND & DAVID KLOCKEGA

Host/Sponsor of Activity: CARL SANDBURG COLLEGE, GALESBURG, ILLINOIS

Brief Description of Activity and Station Participation:

**FOURTH EEO SUPPLEMENT ACTIVITY DESCRIPTION SHEET**

Activity: JOB FAIR

Date: 04/12/07

Participating Employees: CHRIS STREETS & DEWAYNE HOPKINS

Host/Sponsor of Activity: ASHFORD COLLEGE, CLINTON IOWA

Brief Description of Activity and Station Participation: