

KBKB-FM KGRS-FM

Titan Broadcasting LLC Employment Unit

Burlington, and Ft. Madison, IA

2011 EEO Public File Report

Outreach Initiative Activity from October 1, 2010 to September 30, 2011

A. Full-time Vacancies Filled During Past Year

There was no employment vacancies filled during the past year.

B. EEO Outreach Initiatives:

(iv) participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.

Date: November 4th, 2010

Initiative Description /Participation: Greater Burlington Partnership Young Professionals Tour of Titan Broadcasting. Approximately 60 members of the Greater Burlington Partnership Young Professionals group is a group of Business Focused individuals in the area that are between the ages of 21 and 40 years old. The Tour was lead by Titan Broadcasting employees from every department.

Names & Positions of station personnel involved/in attendance: John C. Pritchard, General Manager, Cosmo Leone, Program Director, Drew Kirby, Operations Manager, Landon Vance, Sales Manager.

Date of Initiative: March 15th, 2011

Initiative Description /Participation: Cosmo Leone, Program Director, Tim Brown, air personality and Production director Nikki Heydman participated in Project Cape-8th grade Career Fair focusing on Career Awareness Partners in Education held at Southeastern Community College. Cosmo, Nikki, and Tim gave 6 20 minute presentations to groups of 8th graders from 4 different schools on broadcasting as a career and their daily tasks and the skills they need for their jobs.

Names & Positions of station personnel involved/in attendance: Cosmo Leone Program Director, Nikki Heydman, Production Director, and Tim Brown, on-air personality

Date of Initiative: March 17th, 2011

Initiative Description /Participation: Cosmo Leone, participated in a "Ethical Decision Making Seminar" put on by Grade A Plus for Burlington Area Highschool students. The event promoted ethical decision making in both professional and personal situations.

Names & Positions of station personnel involved/in attendance: Cosmo Leone, Program Director

Date: Feb. 15th thru March 31st 2011

Initiative Description /Participation: Cosmo Leone participated in Junior Achievement for Grimes school 1st grade class for 8 weeks with instructions on families and community. Lessons dealt with responsibility in families, jobs, and community activities

Names & Positions of station personnel involved/in attendance: Cosmo Leone, Program Director

Date of Initiative: April 5th, 2011

Initiative Description /Participation: Job shadow with Breanna McNeil, a junior from Burlington High School. Topics covered throughout the day included

day to day activities, observation of live morning show, contesting, marketing strategies, programming ideas, etc

Names & Positions of station personnel involved/in attendance: Cosmo Leone, Program Director

Date of Initiative: April 20th, 2011

Initiative Description /Participation: Job shadow with Julian Swayzer, a freshman from Burlington High School. Topics covered throughout the day included day to day activities, observation of live morning show, contesting, marketing strategies, programming ideas, etc.

Names & Positions of station personnel involved/in attendance: Cosmo Leone, Program Director

Date of Initiative: May 21, 2011

Initiative Description /Participation: Cosmo Leone, participated in the Danville High School Job Shadowing Program and was shadowed by a student from Danville High School. Topics covered throughout the day included day to day activities, observation of live morning show, contesting, marketing strategies, programming ideas, etc.

Names & Positions of station personnel involved/in attendance: Cosmo Leone, Program Director

Date of Initiative: June 14th and 15th 2011

Initiative Description /Participation: Cosmo Leone, participated in the Mediapolis High School Job Shadowing Program and was shadowed by a student from Mediapolis High School. Topics covered throughout the day included day to day activities, observation of live morning show, contesting, marketing strategies, programming ideas, etc.

Names & Positions of station personnel involved/in attendance: Cosmo Leone, Program Director

Date of Initiative: Aug. 3, 2011

Initiative Description /Participation: Cosmo Leone, participated in the Burlington High School Job Shadowing Program and was shadowed by a student from Burlington High School. Topics covered throughout the day included day to day activities, observation of live morning show, contesting, marketing strategies, programming ideas, etc.

Names & Positions of station personnel involved/in attendance: Cosmo Leone, Program Director

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Date of Initiative: May 30th, 2011 thru August 19th, 2011

Initiative Description /Participation: Dustin Carlisle, a sophomore studying broadcasting at Lincoln College studying broadcasting spent about 12 hours per week at the station spending time learning about different operations within the radio station primarily focused on programming. Dustin learned about operating a live on-air show as well as a pre-recorded show, he spent time working with the production director on producing station programming and client commercials, and he spent time at several on-location broadcasts.

Names & Positions of station personnel involved/in attendance: Drew Kirby, Operations Manager, Nikki Heydmann, Production Director, John C. Pritchard, General Manager.