



**Riverfront Broadcasting of Iowa, LLC  
Annual Recruitment Source Summary**

**Station**     **KLGA/KLGZ**    

*Annual Reporting Period 9/30/2016 to 9/30/2017*

**To be filed in the public file annually**

Recruitment Source (name, address, phone, contact person)	# Interviewed From This Sources	Full-Time Positions for Which This Source was Utilized
Indeed – web based recruiter www.indeed.com	4	Sports Director
Iowa Broadcasters Association web site www.iowabroadcasters.com	1	Sports Director
Iowa Workforce Development 515-281-9640	0	Sports Director
Sanford-Brown University 651-905-3499 Mendota Heights, MN 55118	0	Sports Director
Iowa Central Community College Fort Dodge, IA 50501 515-576-7201 Attn: Rusty McNiel	0	Sports Director
Wartburg College 100 Wartburg Blvd Waverly, IA 50677 319-352-8365 Attn: Cliff Brockman	0	Sports Director

## Supplemental Recruitment Activities

*Annual Reporting Period 9/30/2016 to 9/30/2017*

### To be filed in the public file annually

*Supplemental recruitment activities should be detailed as they are completed and appropriate documentation attached.*

#### Stations: **KLGA/KLGZ**

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October 2016

Activity: Algona Community Schools “Adopt A Class” program. Made a presentation to the class about the radio industry and “teamwork”.

Participating Employees: Bob Ketchum, GM, Bernie Merrill, Account Executive

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March 2017

Activity: Algona Community Schools Career Day. Nine students toured the station and participated in a discussion about careers in broadcasting and the broadcast industry in general.

Participating employees: Bob Ketchum, GM. Mary Ludwig, Account Executive. Al Lauck, AE and Announcer, Mike VanDenHemel, Announcer.

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March 2017

Activity: Bishop Garrigan Schools Career Day. Five students toured the station and participated in a discussion about careers in broadcasting and the broadcast industry in general.

Participating employees: Bob Ketchum, GM. Bernie Merrill, Account Executive. Brian Wilson, News Director.

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March 2017

Activity: Algona Community Schools “Adopt a Class” program. Class toured the radio station. Presentations were made about careers in broadcasting by programming and sales department. Discussed the broadcast industry and employment opportunities

Participating employees: Bob Ketchum, GM. Bernie Merrill, Account Executive. Mary Ludwig, Account Executive. Brian Wilson, News Director.

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April 2017

Activity: Job Shadow opportunity provided to Horizons Unlimited of Emmetsburg. 25 hours of Joe Shadow for a Horizons client with an interest in radio.

Participating employees: Bob Ketchum, GM, Brian Wilson, News Director and Announcer, Mike VandenHemel, Announcer.

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May 2017

Activity: Presentation to the Algona “Leadership Class” sponsored by the Algona Chamber of Commerce

18 Members of the Algona “Leadership Class” get a tour of the station, listen to a presentation about the radio industry, career opportunities, and industry trends.

Participating Employees: Bob Ketchum, GM, Bernie Merrill, AE, Al Lauck, AE & Announcer

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October 2016

Activity: Iowa Central Community College, Broadcast program Advisory Board meeting. A discussion about curriculum, student achievement, student recruitment, student progress, and program development.

Participating employees: Bob Ketchum, GM

December 2016

Activity: Iowa Lakes Community College/Algona High School Broadcast program Advisory Board meeting. Meeting includes presentations about program progress, student activities, curriculum, equipment purchases and needs, and input from current students and parents.

Participating Employees: Bob Ketchum, G

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June 2017

Activity: Station executive attended **training** as to methods of ensuring equal employment opportunity and preventing discrimination.

Participating Employees: Bernie Merrill, Account Executive and designated future manager

Host/Organizations/Agencies Involved: Iowa Broadcaster's Association

Brief description of activity and station participation (attach documentation such as correspondence, advertisements, invoices, internal documents, program guidelines, etc.)

Gene LaSuer of Davis Brown Law Firm presented a seminar on updating your employee handbook, pregnancy, discrimination cautions, severe weather policies and the upcoming changes in the overtime pay obligations to take effect in December 2016

**2017 IBA SUMMER CONVENTION PROGRAM**

Thursday, June 22

8:00 am REGISTRATION Boardroom A  
8:00 am - 9:30 am MORNING  
9:30 am - 2:15 pm MANAGEMENT SESSION: NAB Issues Update  
2:15 pm - 2:30 pm BREAK  
2:30 pm - 3:30 pm MANAGEMENT SESSION: Social Media in the Workplace  
3:45 pm IBA ANNUAL BUSINESS MEETING

**THANK YOU**

**IOWA YOU CAN NATIONAL GUARD**  
1-800-GO GUARD

**BSW**  
BROADCAST SUPPLY WORLDWIDE

**Iowa Gambling Association**

**SMARTS**  
Broadcast Systems

We appreciate your participation in the 2017 IBA Summer Convention

Participating Employee: Bob Ketchum

Bob Ketchum attended webinar to learn how the changing in the Overtime Pay Obligation law, effective December 2016, would impact KLGA/KLGZ

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Copy of title page from webinar below

