**KJAN EEO PUBLIC FILE REPORT**

October 1, 2024 to September 30, 2025

I. Vacancy List

1. Co-Sports Director/On-Air Personality

a. Jack McGonigal was hired (2/17/2025) to fill the position after the search from January 8, 2025 to February 17, 2025. We had 16 applicants. All received an initial interview and 6 received a 2nd interview.

II. Master Recruitment Source List

1. Indeed website

2. Iowa Western Community College - Handshake platform

3. Iowa Broadcasters Association Job Bank Website

4. Sportscasters Talent Agency of America

5. KJAN Radio (on-air)

6. Internal posting on station bulletin board

7. KJAN website (www.kjan.com)

III. Recruitment Initiatives

1. Local School Outreach

a. KJAN has partnered with CAM High School and the Green Hills Area

Education Agency, as part of the Iowa Authentic Learning Network to

operate a streaming video page on the KJAN website. The video

channel allows CAM students to experience broadcasting sporting

events and other activities in the CAM schools and communities. KJAN

staff is providing training and guidance to CAM students in broadcasting

and managing the site, including advertising sales and development of

broadcast ads for local clients under the supervision of school staff and the assistance of KJAN staff.

b. KJAN has partnered with Exira/EHK High School and the Green Hills

Area Education Agency, as part of the Iowa Authentic Learning Network

to operate a streaming video page on the KJAN website. The video

channel allows Exira/EHK students to experience broadcasting sporting

events and other activities in the Exira/EHK schools and communities.

KJAN staff is providing training and guidance to Exira/EHK students in

broadcasting and managing the site, including advertising sales and

development of broadcast ads for local clients under the supervision of school staff and the assistance of KJAN staff.

c. KJAN has partnered with Griswold High School and the Green Hills

Area Education Agency, as part of the Iowa Authentic Learning Network

to operate a streaming video page on the KJAN website. The video

channel allows Griswold students to experience broadcasting sporting

events and other activities in the Griswold schools and communities.

KJAN staff is providing training and guidance to Griswold students in

broadcasting and managing the site, including advertising sales and

development of broadcast ads for local clients under the supervision of school staff and the assistance of KJAN staff.

d. KJAN has partnered with Riverside (Oakland) High School and the

Green Hills Area Education Agency, as part of the Iowa Authentic

Learning Network to operate a streaming video page on the KJAN

website. The video channel allows Riverside students to experience

broadcasting sporting events and other activities in the Riverside schools

and communities. KJAN staff is providing training and guidance to

Riverside students in broadcasting and managing the site, including

advertising sales and development of broadcast ads for local clients under the supervision of school staff and the assistance of KJAN staff.

e. KJAN has partnered with Audubon High School and the

Green Hills Area Education Agency, as part of the Iowa Authentic

Learning Network to operate a streaming video page on the KJAN

website. The video channel allows Audubon students to experience

broadcasting sporting events and other activities in the Audubon schools

and communities. KJAN staff is providing training and guidance to

Audubon students in broadcasting and managing the site, including

advertising sales and development of broadcast ads for local clients under the supervision of school staff and the assistance of KJAN staff.

f. KJAN General Manager Jim Field and Program/Sports Director Christian Adams participated in a Career Fair on Friday, March 21, 2025 at Atlantic High School. The event was organized by the iJAG coordinator Dawn Walton. The students asked questions related to all aspects of employment in radio and other fields. KJAN provided remote equipment for students to try and shared information about radio.

Student Internship Program

a. Employed 8 local high school/college students (Brayden Bohnsack, Dalton Reed, Jordan Sheeder, Ben Baggett, Alex Nelson, Slade Sandbothe, Fred Harris, Dean Cook) and provided on-going training to perform on-air duties. Those duties include EAS operation, meter readings, transmitter operation, news, public affairs and programming. These students work under the direction of Program Director Christian Adams and News Director Ric Hanson.

3. Adult Internship Program

Employed 1 adult from the community (Lou Gerbino) and provided on-going training to perform on-air duties. Those duties include EAS operation, meter readings, transmitter operation, news, public affairs and programming. These individuals work under the direction of Program Director Christian Adams and News Director Ric Hanson.

4. Professional Training

a. Traffic Director Lori Murphy trained on phone with Smarts Broadcast technicians.

b. Staff used online sales and management training seminars through

the Iowa Broadcasters Association, the Radio Advertising Bureau, the Independent Broadcasters Association and 44i Digital.

c. General Manager Jim Field, Sales Manager Rod Christensen and Marketing Consultant Becky Christensen attended the 44i Digital Summit in Bloomington, MN September 21-23, 2025.

d. General Manager Jim Field, Sales Manager Rod Christensen and Marketing Consultant Becky Christensen attended the Iowa Broadcasters Association Sales & Management Conference in Des Molines on June 16, 2025.

5. Internet Programs

Support the Iowa Broadcasters Association job bank website.

6. Mentoring Programs

Employ a full-time Sales Training Manager (Rod Christensen) to help

account executives with training and career counseling.

7. Sponsor “Speak Out For Agriculture” Program

Sponsor the local SOFA program which allows students the opportunity to learn more about agriculture and communications through classroom work and on-site visits to understand the importance of communication to the

agriculture industry.