

List of Recruitment Sources Used to Fill Each Vacancy

Job Title Account Executive Date Position Filled 1/8/18 & 3/1/18

Source for Actual Hire Radio Ad & Indeed

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Central College Dordt College	SEE ATTACHED AGENCY RECRUITMENT LIST FOR CONTACT INFORMATION
Iowa Lakes Community College Indeed	
North West Iowa Community College Sioux County Radio	
Northwestern College Radio Sales Cafe	

Form Prepared By Lisa Johnston Date 8/10/18

To be completed after each full time vacancy is filled.

Place completed sheet in station's local public file and post on station's website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)

Sioux Center
Agency Recruitment List

Agency Name	Prong 2	Address	Contact Name	Contact Email	Contact Phone	Contact Fax	Online Post
AARP Foundation	No	600 East Court Ave Ste 100 Des Moines, IA 50309		ia@aarp.org	866-554-5378	515-244-7767/ 515-287-1787	
All Access	No	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	Post on Forum		310-457-6616	310-457-8058	http://www.allaccess.com/
American Institute of Business (CLOSED 2016)	No	2500 Fleur Drive Des Moines, IA 50321	Toni Humpfer		515-246-5383	515-288-4366	AIB Career Services
Ashford University	No	8620 Spectrum Center Blvd. San	Career Services	HireAChamp@ashford.edu/ careerservices@ashford.edu	866-974-5700 ext 20057		Hire A Champ
Brair Cliff University	No	3303 Rebecca Street Sioux City, IA 51104	Joshua Cobbs	joshua.cobbs@braircliff.edu	712-279-5455	712-279-1698	Brair Cliff College Central
Brown College	No	1345 Mendota Heights Rd Mendota Heights, MN 55120	Christine Dye	cdye@mh.sanfordbrown.edu	651-905-3509	651-905-3540	
Buena Vista University	No	610 West 4th St Storm Lake, IA 50588	Emily Gallagher/ Career Services	gallaghere@bvu.edu/ CareerServices@bvu.edu	712-749-2165	712-322-8604	www.myinterfase.com/bvu/employer
Central College	No	812 University Pella, IA 50219	Debra DeVos	devosd@central.edu	641-628-5856	641-628-5338	CareerLink@Central
Clarke College	No	1550 Clarke Drive, Dubuque, IA 52001	Career Services	careerservices@clarke.edu	563-588-6302		
Coe College	No	1220 First Ave NE Cedar Rapids, IA 52402	diana patten	dpatten@coe.edu	319-399-8844	319-399-8503	Myinterfase
Cornell College	No	600 First Street SW Mount Vernon, IA 52314	Katie Wilson	kwilson@cornellcollege.edu/ career@cornellcollege.edu	319-895-4538		Cornell2Career
Des Moines Area Community College	No	Building 1, Student Services 2006 South Ankeny Boulevard Ankeny, IA 50023			515-964-6463	515-965-7158	DMACC Career Center

Sioux Center
Agency Recruitment List

Dordt College	No	498 4th Ave NE Sioux Center, IA 51250	Career Services		712-722-6000	712-722-6035	https://app.joinhandshake.com/login
Drake University	No	Aliber Hall 2507 University Avenue Des Moines, IA 50311	Annette Watson/ Career Services	annette.watson@drake.edu	515-271-4715	515-271-2376	Career BluePrint
Grand View University	No	1200 Grandview Avenue Des Moines, IA 50316	Career Services	careers@grandview.edu	515-263-2888	515-563-2824	GrandView Careers
Grinnell College	No	1115 8th Avenue, Grinnell, IA 50112	Career Services	career@grinnell.edu	641-269-4940	641-269-4508	PioneerLink
Hamilton College	No	198 College Hill Rd Clinton, NY 13323	Abby Taylor	aetaylor@hamilton.edu	315-859-4386	515-727-2115	
Hawkeye Community College	No	1501 East Orange Rd PO Box 8015 Waterloo, IA 50704	Kate Childers	kate.childers@hawkeyecollege.edu	319-296-3220 or 800-670-4769	319-296-1028	https://www.collegecentral.com/hawkeyecollege/
Indeed	No	www.indeed.com	N/A	N/A	1800-462-5842		www.indeed.com
Iowa Broadcasters Association	No	Box 71186 Des Moines, IA 50325	Career Services		515-224-7237	515-224-6560	
Iowa Central College	No	Main Campus One Triton Circle Fort Dodge, IA 50501	Jessica Kavanaugh	careerservices@iowacentral.edu	800-362-2793 ext. 1075 or 515-574-1075	515-576-7724	
Iowa Dept of Veterans Affairs	No	7105 NW 70th Ave Camp Dodge-Bldg 3465 Johnston, IA 50131			515-252-4698/ 800-838-4692	515-727-3713	
Iowa Division of Latino Affairs	No					515-242-6119	
Iowa Lakes Community College	No		Kent Schmidt (Emmetsburg) Melissa Lutat (Esthermivlle)	kschmidt@iowalakes.edu or mlutat@iowalakes.edu	712-852-5284 (Etsbrg) 712-362-7926 (Esthvle)	712-362-5970 (Estherville)	https://www.facebook.com/iowaLakesCareerCenter
Iowa State University	No	131 Carver Hall Ames, IA 50011	Taren Crow	taren@iastate.edu	515-294-2967	515-294-7446	CYHire

Sioux Center
Agency Recruitment List

Iowa Vocational Rehabilitation Services	No	510 East 12th St Des Moines, IA 50319		EDRN@iowa.gov	515-281-0264		Employer's Disability Resource Network
Iowa Wesleyan College	No	601 N Main St Mount Pleasant, IA 52641	Erin Mafra/ Career Development	erin.mafra@iw.edu	319-385-6375		
Iowa Western Community College	No	2700 College Rd Council Bluffs, IA 51503	Libby Woods	lwoods@iwcc.edu	712-256-7088	712-325-3720	
Iowa Workforce Development (Dept of Labor)	No	Iowa Workforce Development 1000 East Grand Avenue Des Moines, IA 50319		iwd.customerservice@iwd.iowa.gov	515-281-5387 or 800-562-4692	515-281-9640	
KMEG TV	No	100 Gold Circle Dakota Dunes, SD 57049	Career Services		712-277-3554	712-277-4732	
Loras College	No	1450 Alta Vista #123 St Dubuque, IA 52001	Jeff Roberts	jeffrey.roberts@loras.edu	563-588-7025	563-588-7371	
Luther College	No	Career Center Dahl Centennial Union 205 700 College Drive Decorah, IA 52101	Joni Rollinger/ Career Center	career@lutehr.edu	563-387-1025	563-387-2628	https://luther-csm.symplicity.com/employers/?signin_tab=0
MN Broadcasters Association	No	3033 Excelsior Blvd. Ste 440 Minneapolis, MN 55416	Linda Lasere	llasere@minnesotabroadcasters.com	612-926-8123		
Morningside College	No	1501 Morningisde Avenue Sioux City, IA 51106	Career Services	hays@morningside.edu	712-274-5000/ 800-831-0806	712-274-5101	CollegeCentral
Mount Mercy University	No	1330 Elmhurst Drive NE Cedar Rapids, IA 52402	Cheryl Redd	careers@mtmercy.edu	319-368-6463 ext 1620	319-363-0893	CareerClicks
Northwest Iowa Review	No	Box 160 Sheldon, IA 51201	Career Services		712-324-5347		

9/28/2018

Sioux Center
Agency Recruitment List

Northwestern College	No	Orange City, IA 51041	Career Services		712-707-7225	712-707-7247	CollegeCentral
NWICC	No	603 Park St. W Sheldon, IA 51201	Career Services	jobs@nwicc.edu	712-324-0010	712-324-4136	
Radio Advertising Bureau	No	400 E Las Colinas Blvd #350 Irving, TX 75039	Jean Hetherington	jhetherington@rab.com	972-753-6767		
Radio Business Report	No	225 SW Skyline Dr. Pullman, WA 99163	Rebecca Schwartz	rebecca@gracebroadcast.com	888-472-2388	N/A	http://rbr.com/classifieds/
Radio Sales Café	No	225 SW Skyline Dr. Pullman, WA 99163	Rebecca Schwartz	rebecca@gracebroadcast.com	888-472-2388	N/A	www.radiosalesscafe.com
Scott Community College	No	306 West River Drive Davenport, IA 52801	Wayne Cole/ Career Services	wcole@eicc.edu	563-441-4021	563-441-4204	College Central
SD Broadcasters Association	No	106 W Capital Box 1037 Pierre, SD 57501	Marla Willard or Margarete Engels	marla@willardandassociates.com or marg#willardandassociates.com	605-224-1034		http://www.sdba.org/
SD Dept Labor	No	420 S Roosevelt Aberdeen, SD 57401	Dan Thielsen		605-626-2340	605-626-2228	http://dlr.sd.gov/
Simpson College	No	Kent Campus Center 701 North C Street Indianola, IA 50125	Career Services	careers@simpson.edu	515-961-1592	515-961-1674	
Sioux Center News	No	67 3rd St NE Sioux Center, IA 51250	Career Services		712-722-0741	712-722-0507	
Sioux County Radio	No	128 20th St SE Sioux Center, IA 51250	Cami Jo Howrey	camijo@siouxcountyradio.com	712-722-1090	712-722-1102	
Sioux Falls Argus Leader	No	200 S Minnesota Ave Sioux Falls, SD 57104	Career Services		605-331-2200		
St Ambrose University	No	Rogalski Center 2nd Floor 518 West Locust St. Davenport, IA 52803	Career Services	careercenter@sau.edu	563-333-6339	563-333-6243	BeeCareers
Truman State University	No	100 East Normal Avenue Kirksville, Missouri 63501	Career Services	careers@truman.edu	660-785-4353	660-785-4366	HireTruman
University of Dubuque	No	2000 University Avenue Dubuque, IA 52001	Career Services	career@dbq.edu	563-589-3132/ 563-589-3633/ 563-589-3167	563-589-3419	Access Dubuque

9/28/2018

Sioux Center
Agency Recruitment List

University of Iowa	No	100 Pomerantz Center Suite C310 Iowa City, IA 52242	Sherry Rhinehart	uiowa@csm.symplcity.com	319-335-1023	319-335-1029	HireaHawk
University of Missouri	No	201 Student Success Center	Rob McDaniels	McDanielsR@missouri.edu	573-882-6801	573-882-5440	Hire Mizzou Tigers
University of Northern Iowa/ UNI-CUE	No	University of Northern Iowa 1227 West 27th St Cedar Falls, IA 50614	Sarah NC Goblirsch/ Career Services	Sarah.goblirsch@uni.edu	319-273-2084	319-433-0160	
Upper Iowa University	No	605 Washington St PO Box 1857 Fayette, IA 52142	Anne Puffett/ Career Services	puffetta@uiu.edu / careers@uiu.edu	563-425-5229	563-425-5355	Upper IA University NACELink
Urban Dreams	No	Urban Dreams 1410 6th Avenue Des Moines, IA 50314		udinfo@urbandreams.org	515-288-4742	515-284-5886	
Wartburg College	No	100 Wartburg Blvd. Waverly, IA 50677	Derek Solheim/ Career Services	derek.solheim@wartburg.edu	319-352-8425	319-352-8365	Wartburg College NACELink
William Penn University	No	201 Trueblood Ave, Oskaloosa, IA 52577	Debbie Stevens	stevensde@wmpenn.edu	641-673-2173	641-673-2167	

Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1, 2017 through September 30, 2018

Total Number of People Interviewed 6

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
Walk In	1
Radio Ads	3
Indeed	2

Form Prepared By Lisa Johnston Date 8/10/18

To be completed on the anniversary date of the renewal filing due date.

Use Tally of Interviewee Sources (Form 4) to complete.

Place completed sheet in station's local public file and post on station's website.

Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2017 to September 30, 2018

First Initiative: Job Fair, Participation in job fair by station personnel (012018)

Activities to fulfill initiative Station personnel occupied a booth at the Northwestern College Job Fair. We fielded questions from students regarding broadcast careers. We also offered broadcast scholarship information and applications for employment.

Second Initiative: Training, Training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination. (032018)

Activities to fulfill initiative Office managers had a meeting at home office and discussed several topics including EEO. They discussed the best ways to keep records, what records need to be kept and what type if records are acceptable and reviewed everyone's initiatives.

Form Prepared By: Lisa Johnston Date: 9/26/18

To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.

Place completed sheet in station's local public file and post on station's website.



Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2017 to September 30, 2018

First Initiative: Community Events, Participation in events sponsored by educational institutions (052018 & 102017)

Activities to fulfill initiative GM hosted a group of 3rd and 4th grade students from the local Christian school to learn about careers in broadcasting. He held a Q&A session and led them through a tour of the station. He also held a recording session with the students to show how commercial radio works.

GM hosted a group of cadets working on their "Radio Badge" through a Q&A session and a tour of the radio station. He also held a recording session with the cadets to show themmore about how commercials are made.

Second Initiative: Training, Provision of training to management (102017)

Activities to fulfill initiative EEO Compliance ofice attended a webinar by Pillsbury titled 'The Changing Face of the FCC's EEO Rule in 2017'. The webinar covered several topics, including EEO regulations,reporting and compliance.

Form Prepared By: Lisa Johnston Date: 9/26/18

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Use additional sheet to include remaining initiatives.

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Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2017 to September 30, 2018

First Initiative: Training, Provision of training to management. (102017)

Activities to fulfill initiative GMs attended a company meeting at home office where the topic of EEO was discussed. They discussed topics such as EEO compliance, regulation, record keeping and initiative efforts. They also discussed the hiring and firing process and best practices regarding hiring and firing employees.

Second Initiative: _____

Activities to fulfill initiative _____

Form Prepared By: Lisa Johnston Date: 9/26/18

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Use additional sheet to include remaining initiatives.

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Place completed sheet in station's local public file and post on station's website.