

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-53	41

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Institute of Business 2500 Fleur Dr Des Moines, Iowa 50321 Carrie Blackburn Manual Posting	N	0
2	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51103 Phone : 712-279-5410 Email : humanresources@briarcliff.edu Beau Sudtelgte	N	0
3	Central College 812 University Pella, Iowa 50219 Pat Joachim-Kitzman Manual Posting	N	0
4	Clarke College 1550 Clarke Dr Dubuque, Iowa 52001 Marsha Intveld Manual Posting	N	0
5	Coe College 1220 1st Ave NE Cedar Rapids, Iowa 52402 Judi Dirks Manual Posting	N	0
6	Creighton University 2500 California St Omaha, Nebraska 68178 Placement Director Manual Posting	N	0
7	Dept of Veterans Affairs 7700 NW Beaver Johnston, Iowa 50131 Patrick Palmersheim Manual Posting	N	0
8	Des Moines Area Comm. College 100 7th Street Des Moines, Iowa 50314 Dave Reimers Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	Des Moines Area Community College 2006 S Ankeny Blvd. Ankeny, Iowa 50021 Url : <a href="http://www.collegecentral.com/dmacc">www.collegecentral.com/dmacc</a> Email : <a href="mailto:careers@dmacc.edu">careers@dmacc.edu</a> Sara Clayton	N	0
10	Division of Persons with Disabilities Lucas State Office Bldg. Des Moines, Iowa 50319 Jill Avery Manual Posting	N	0
11	Drake University 2507 University Ave. Des Moines, Iowa 50311 Annmarie McGowan Manual Posting	N	0
12	Employee Referral	N	1
13	Hamilton College 4655 - 121st Street Urbandale, Iowa 50323 Lori Orthaus Manual Posting	N	0
14	Hawkeye Comm. College 515 Beech Street Waterloo, Iowa 50703 Gloria Stigler Manual Posting	N	0
15	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0

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17	Iowa Central Comm. College 3309 Avenue M Fort Dodge, Iowa 50501 David Raedeker Manual Posting	N	0
18	Iowa Civil Rights Commission Grimes State Office Bldg. Des Moines, Iowa 50319 Velora Vertz Manual Posting	N	0
19	Iowa Dept. of Human Rights Lucas State Office Bldg. Des Moines, Iowa 50319 William Brand Manual Posting	N	0
20	Iowa Div. of the Status of African Americans Lucas State Office Bldg. Des Moines, Iowa 50319 Kim Cheeks Manual Posting	N	0
21	Iowa Division of Latino Affairs Lucas State Office Bldg. Des Moines, Iowa 50319 Liz Salinas-Newby Manual Posting	N	0
22	Iowa Lakes Comm. College 300 S 18th Street Esterville, Iowa 51334 Placement Director Manual Posting	N	0
23	Iowa Lakes Community College 3200 College Drive Emmetsburg, Iowa 50536 Phone : 712-852-3554 Fax : 1-712-852-2152 Tom Brotherton	N	0
24	Iowa State University 141 Curtiss Hall Ames, Iowa 50011 Mike Gaul Manual Posting	N	0

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25	Iowa Wesleyan College 601 N Main Street Mt Pleasant, Iowa 52641 Joyce Halverson Manual Posting	N	0
26	Iowa Western Comm. College 2700 College Rd. Council Bluffs, Iowa 51502 Hugh Irwin Manual Posting	N	0
27	Iowa Workforce Development 2508 - 4th Street Sioux City, Iowa 51101 Kay Christiansen Manual Posting	N	0
28	Iowa Workforce Development 100 East Grand Des Moines, Iowa 50390 Phone : 712-352-3480 ext 45137 Fax : 1-712-352-3487 Lyndsay Henderson	N	0
29	La Casa Latina 900 Jennings Street Sioux City, Iowa 51105 Christy Nicolaisen Manual Posting	N	0
30	League of United Latin American Citizens 1911 Breese Muscatine, Iowa 52761 Rosa Mendoza Manual Posting	N	0
31	Little Priest Tribal College 601 E College Dr Winnebago, Nebraska 68071 Greg Bass, Jr Manual Posting	N	0
32	Loras College 1450 Alta Vista St Dubuque, Iowa 52004 Bobby Martin Manual Posting	N	0

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33	LULAC Council 10 PO Box 4616 Davenport, Iowa 52808 Phone : 563-381-7807 Url : <a href="http://www.lulac10.org/contact.html">http://www.lulac10.org/contact.html</a> Email : <a href="mailto:matthewcasillas@gmail.com">matthewcasillas@gmail.com</a> Matthew Casillas	N	0
34	Luther College 700 College Dr Decorah, Iowa 52101 Mark Peltz Manual Posting	N	0
35	Martin Luther King Center 515 Beach St Waterloo, Iowa 52001 Gloria Stigler Manual Posting	N	0
36	Morningside College 1501 Morninside Ave. Sioux City, Iowa 51106 Stacie Hays Manual Posting	N	0
37	NAACP PO Box 5036 Des Moines, Iowa 50306 Larry Carter Manual Posting	N	0
38	NAACP Sioux City PO Box 82 Sioux City, Iowa 51102 Url : <a href="http://www.snaacp.com">www.snaacp.com</a> Email : <a href="mailto:snaacp@gmail.com">snaacp@gmail.com</a> Flora Lee	N	0
39	Northwestern College 208 - 8th St. SW Orange City, Iowa 51041 Bill Minnick Manual Posting	N	0

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40	On-air Annoucement (1 or more SEU stations) 1113 Nebraska St Sioux City, Iowa 51105 Phone : 712-258-5595 Lottie White Manual Posting	N	0
41	Re-hire	N	1
42	Sanford Center 1700 Geneva St Sioux City, Iowa 51103 George Boykin Manual Posting	N	0
43	Scott Community College 500 Belmont Rd Bettendorf, Iowa 52722 Rochelle Carlson Manual Posting	N	0
44	Sioux City Human Rights Commission 405 6th Street Sioux City, Iowa 51101 Karen Mackey Manual Posting	N	0
45	St Ambrose University 518 W Locust St Davenport, Iowa 52803 Kim Matteson Manual Posting	N	0
46	University of Dubuque 2000 University Dubuque, Iowa 50703 Deb Clarke Manual Posting	N	0
47	University of Iowa 24 Phillipps Hall Iowa City, Iowa 52242 Chris Wells Manual Posting	N	0
48	University of Northern Iowa GIL 245 Cedar Falls, Iowa 50614 Career Services Manual Posting	N	0

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49	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Placement Director Manual Posting	N	0
50	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Derek Solheim Manual Posting	N	0
51	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Career Services Manual Posting	N	0
52	Western Iowa Tech Community College 4647 Stone Ave. Sioux City, Iowa 51106 Phone : 800-352-4949 Url : <a href="http://www.meetyournewcareer.com">www.meetyournewcareer.com</a> Email : <a href="mailto:jobs@witcc.edu">jobs@witcc.edu</a> Fax : 1-712-274-6412 Human Resources	N	0
53	William Penn University 201 Trueblood Ave Oskaloosa, Iowa 52577 Marsha Riordan Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>



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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/17/2015	Participation in events or programs sponsored by educational institutions	During the reporting period, our SEU's Market President supervised a local student doing a research project that involved analyzing our SEU's operations and structure. The project was designed to provide the student with an in-depth understanding of how our SEU runs on a daily basis. As part of the project, the student also met with our Market President to discuss the career opportunities available at our SEU.	1	Market President
2	5/25/2016	Hosting of Job Fair	On May 25, 2016, our SEU hosted and participated in a job fair at the Stoney Creek Inn. Our SEU coordinated and promoted this event in the local community and set up a booth to collect resumes and speak with attendees about career opportunities in broadcasting. Station participants included Market President, Sales Manager and Operations Manager	3	Market Manager Sales Manager Operations Manager
3	9/14/2016	Participation in Job Fairs	On September 14, 2016, our SEU participated in the Morningside College job fair. At the fair, our SEU handed out information about job opportunities at our stations and how to apply for open positions. We also answered attendee questions about the radio industry. Station participants included our Business Manager and EEO Compliance Officer.	2	Businesss Manager EEO Officer
4	9/15/2016	Participation in events or programs sponsored by educational institutions	On September 15, 2016, our SEU's Market President was a guest lecturer for the media sales class at Morningside College. The lecture covered the skills needed to succeed in media sales and different career paths available in the broadcasting industry.	1	Market President
5	9/19/2016	Participation in Job Fairs	On September 19, 2016, our SEU participated in a Broadcasters Career Fair held at Briar Cliff University. At the fair, our SEU set up a booth to collect resumes and speak with attendees about career opportunities in broadcasting.	2	Human Resources EEO Officer

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6	9/28/2016	Provision of training to management	On September 28, 2016, our Business Manager completed an online training program provided by iHeartMedia corporate entitled "Valuing Diversity," which covered topics such as preventing discrimination in the workplace.	1	Business Manager