

KGLI(FM), KSEZ(FM), KSFT-FM, KMNS(AM), KWSL(AM)
EEO PUBLIC FILE REPORT
October 1, 2014 – September 30, 2015¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-64	58

¹ This Report was revised in October 2016 to address reporting and formatting issues.

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I. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
2	Word-of-Mouth Referral	N	0
3	Iowa Workforce Development 2508 Fourth Street Sioux City, IA 51101 Kay Christiansen 712-277-8540	N	0
4	Sioux City Journal 515 Pavonia Street Sioux City, Iowa 51105 Rachael 712-293-4312	N	0
5	American Indian Council/Employment 2508 Fourth Street Sioux City, Iowa Carol Balvan 712-277-8548	N	0
6	American Indian Service Placement Director P.O. Box 1720 Sioux Falls, SD 57101	N	0
7	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51104 Michelle Pratt 712-279-5455	N	0
8	Buena Vista University 610 West 4 th Street Storm Lake, Iowa 50588 Jerry Johnson	N	0
9	Creighton University Placement/Career Services 2500 California Street Omaha, NE 68178	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Education Service Center/SC Public Schools 1221 Pierce Street Sioux City, Iowa 51105 Angela Banks 712-277-8325	N	0
11	Iowa Central Community College 3309 Avenue M Fort Dodge, Iowa 50501 David Raedeker	N	0
12	University of Iowa 24 Philips Hall, Iowa City, Iowa 52242 Chris Wells 319-335-1024	N	0
13	SC Human Rights Commission 405 Sixth Street, City Hall, Lower Level Room 12 Sioux City, Iowa 51102 Karen Mackey 712-279-6985	N	0
14	Sanford Center 1700 Geneva Street Sioux City, IA 51103 George Boykin 712-252-0581	N	0
15	South Dakota State University/Career & Ac Placement Box 511 Medary Commons Brookings, SD 57007 Susan Frederickson 605-688-4153	N	0
16	Nat. Assn. Of Black Journalists 8701-A Adelphi Rd.. Adelphi, MD 50783-1716 Mr. Duane Crawley 301-445-7100	N	0
17	University of South Dakota/Career Development 414 East Clark Street Vermillion, SD 57069 605-677-5011	N	0
18	Wayne State College/Career Services 1111 Main Street Wayne, NE 68787 800-228-9972 Ext 732	N	0
19	Wayne State College/Minority Admin. Office 1111 Main Street Wayne, NE 68787 402- 375-7028	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
20	Little Priest Tribal College 601 E. College Dr. Winnebago, NE 68071 Greg Bass, Jr. 402-878-2380	N	0
21	Iowa Civil Rights Commission 400 E. 14 th Street Des Moines, IA 50319-0201 Velora Vertz	N	0
22	Iowa Lakes Community College 300 S. 18 th St. Estherville, IA 51334 Diana Refsell 712-362-0604	N	0
23	LaCasa Latina 206 6 th St. Sioux City, IA 51101 Christy Nicolaisen 712-252-4259	N	0
24	League of United Latin American Citizens 1911 Breese St. Muscatine, IA 52761	N	0
25	League of United Latin American Citizens P.O. Box 4616 Davenport, IA 52803	N	0
26	Morningside College/Placement Career Services 1501 Morningside Ave. Sioux City, IA 51106 Wendy Stevenson 712-274-5000	N	0
27	NAACP President Flora Lee P.O. Box 82 Sioux City, IA 51103 712-258-9391	N	0
28	NAACP Attn: Larry Carter P.O. Box 5036 Des Moines, IA 50306-5036	N	0
29	National Assn. Of Hispanic Journalists 529 4 th St. Ste. 1000 Washington, DC 20045 Marco Botero 202-662-7145	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
30	American Institute of Business Carrie Blackburn 2500 Fleur Drive Des Moines, IA 50321 515-244-4221	N	0
31	Des Moines Area Community College 2006 S. Ankeny Blvd., Bldg. #1 Ankeny, IA 50021 Dave Reimers 515-964-6463	N	0
32	Division of Persons with Disabilities Jill Avery Lucas State Office Building Des Moines, IA 50319 515-242-6334	N	0
33	DMACC – Des Moines/Urban Campus Debra Howell, 1100 7 th St. Des Moines, IA 50314 515-244-4226	N	0
34	Drake University 2507 University Ave. Des Moines, IA 50311 Annmarie McGowen 515-271-3721	N	0
35	Grand View College 1200 Grandview Ave. Des Moines, IA 50316 Megan Hogan 515-263-2888	N	0
36	Hamilton College Lori Orthaus 4655 – 121 st Street Urbandale, IA 50323 515-727-2100	N	0
37	Hawkeye Community College Gloria Stigler 1502 E. Orange Rd. Waterloo, IA 50704-8015 3719-296-2320	N	0
38	Iowa Dept. of Human Rights William Brand Lucas State Office Building, Des Moines, IA 50319 515-242-5655	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
39	Iowa Division of the Status of African Americans Kim Cheeks Lucas State Office Building Des Moines, IA 50319 319-281-3274	N	0
40	Illinois State University Michael Schermer 185 Student Services Bldg. Normal, IL 61790 309-438-2200	N	0
41	Iowa State University Mike Gaul 0570 Beardshear Hall Ames, IA 50111-2047 515-294-9490	N	0
42	Iowa Wesleyan College Joyce Halverson 601 N. Main St. Mt Pleasant, IA 52641 800-582-2383	N	0
43	Iowa Western Community College Hugh Irwin 2700 College Rd. Council Bluffs, IA 51502 712-325-3200	N	0
44	Jackson State University Laverita Cottrell 1400 John R. Lynch St. Jackson, MS 39217 601-976-2477	N	0
45	Loras College Bobbi Martin 1450 Alta Vista St. Dubuque, IA 52004 563-588-7922	N	0
46	University of Northern Iowa Clark Elmer SSC #19, Cedar Falls, IA 50614 319-273-6857	N	0
47	Luther College Mark Peltz 700 College Dr. Decorah, IA 52101 563-387-1025	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
48	Martin L. King Center Gloria Stigler 515 Beach St. Waterloo, IA 52001 319-234-7543	N	0
49	Minorities in Broadcast Training Program Patrice Williams PO Box 37132 Century City, CA 90067 310-551-1035	N	0
50	Northwestern College Bill Minnick 208 – 8 th St. SW Orange City, IA 51041 712-707-7225	N	0
51	Northwestern University Lonnie Dunlap 630 Lincoln St., Evanston, IL 60208 847-467-5718	N	0
52	S.W. Wisconsin Technical College Sheila Martin 1800 Bronson Fennimore, WI 53809 800-362-3322	N	0
53	Scott Community College Rochelle Carlson 500 Belmont Rd. Bettendorf, IA 52722 563-441-4020	N	0
54	Simpson College Ann Greubel 701 N. C Street Indianola, IA 50125 515-961-1667	N	0
55	St. Ambrose University Angela Grafton 518 W. Locust St., Davenport, IA 52803 563-333-6300	N	0
56	Columbia College Matt Green 600 S. Michigan Chicago, IL 60605 312-344-7281	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
58	Walk-In/Self-Referral	N	1
59	Station Website Posting (<i>one or more SEU stations</i>)	N	0
60	Blackhawk College Christina Green 6600 – 34 th Avenue Moline, IL 61265 309-796-5000	N	0
61	Broadcast Education Association Louisa Nelson 1771 N. Street NW Washington, DC 20036 202-429-5354	N	0
62	Central College Pat Joachim-Kitzman 812 University Pella, IA 50219 641-628-5271	N	0
63	Internal transfer/promotion	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			1

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On September 25, 2015, our SEU participated in a Broadcasters Career Fair at the Sioux City College Center. Station participants included our EEO Officer and Business Manager. While at the fair, our SEU collected resumes from attendees and discussed career opportunities in broadcasting.