



List of Recruitment Sources Used to Fill Each Vacancy

Job Title Account Executive Date Position Filled October 2022

Source for Actual Hire Indeed

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Explore Okoboji Job Hunter On Air KUOO/KUQQ/KUYU/KUXX/KKOJ	See Attached list of agency recruitment list
Indeed	

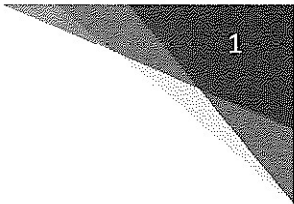
Form Prepared By Lisa Johnston Date _____



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)



List of Recruitment Sources Used to Fill Each Vacancy

Job Title Aministrative assistant Date Position Filled April 4, 2022

Source for Actual Hire Friend

Recruitment Sources Utilized

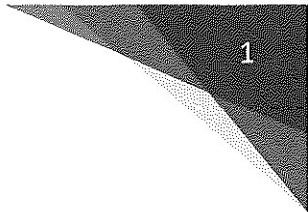
Name & Address	Contact Person & Phone/Fax #
Indeed	indeed.com
Exploreokoboji.com	careers@exploreokoboji.com
Radio, KUOO, KUQQ, KUYU, KUXX, KKOJ	careers@exploreokoboji.com

Form Prepared By Marty Spies Date 3/22/21

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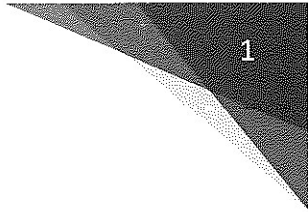
Job Title Announcer KUOO Date Position Filled 3/16/22

Source for Actual Hire South Dakota Broadcasters Association Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
South Dakota Broadcasters Association	
Handshake	
Iowa Broadcasters Association	
Minnesota Broadcasters Association	
All Access	
Sportscasters Talent Agency of America	

Form Prepared By Marty Spies Date 3/22/22

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List of Recruitment Sources Used to Fill Each Vacancy

Job Title Announcer KUYU Date Position Filled 2/7/22

Source for Actual Hire Internal Staff Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
South Dakota Broadcasters Association	
Handshake	
Iowa Broadcasters Association	
Minnesota Broadcasters Association	
All Access	
Sportscasters Talent Agency of America	

Form Prepared By Marty Spies Date 3/22/22

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 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)

SpL-Spncr-Jksn
Agency Recruitment List

Agency Name	Address	Contact Name	Contact Email	Contact Phone	Contact Fax
Explorekobji.com	PO Box 528 Spirit Lake, IA 51360	Calista Hahn	calista@explorekobji.com	712-336-5800 / 712-264-1074	712-336-1634 / 712-264- 1077
Indeed	www.indeed.com	N/A	N/A	1800-462-5842	
KUOO/KUQQ/KUYW	3200 18th St Spirit Lake, IA 51360	Calista Hahn	calista@explorekobji.com	712-336-5800	712-336-1634 / 712-264- 1077
KKOJ/KUXX	3201 18th St Spirit Lake, IA 51360	Calista Hahn	calista@explorekobji.com	712-336-5801	712-336-1634 / 712-264- 1078
South Dakota Broadcasting Association	106 W Capital Box 1037 Pierre, SD 57501	Marla Willard	marla@willardandassociates.com	605-224-1034	
Iowa Broadcasters Association	PO Box 71186 Des Moines, IA 50325	Sue Toma	iowaiba@dwx.com	515-224-7234	515-224-6560
All Access	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265			310-457-6616	
Sportscasters Talent Agency of America		Jon Chelesnik	jon@staatalent.com	949-648-7822	
Handshake	joinhandshake.com/em players/	N/A	N/A	N/A	N/A
Minnesota Broadcasting Association	401 North 3rd St, Suite 370 Minneapolis, MN 55401	Tim Hyde	tim.hyde@minnesotabroadcasters.com	612-926-8123	



Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1st, 2021 through September 30th, 2022

Total Number of People Interviewed 24

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
All Access	7
Referral	2
South Dakota Broadcasters Association	1
Indeed	8
ExploreOkoboji.com	6

Form Prepared By Lisa Johnston Date 9/22/2022



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 1st, 2021 to September 30th, 2022

First Initiative: Community Events: Participation in events or programs sponsored by educational institutions.

Activities to fulfill initiative Hope Haven Station Tour. Group of Hope Haven students toured the studios and asked questions and learned how soundboards and computers are used in the industry.

Second Initiative: Community Events: Participation in events or programs sponsored by community groups

Activities to fulfill initiative local Jackson Kiwanis Club got to "take over" the radio station. they learned first hand what it takes to be an On Air personality readint the news, sports, weather and everything that goes into the Saturday Morning Show. They also learend the sales side of the industry and sold ads to raise funds for their program.

Form Prepared By: Lisa Johnston Date: 9/22/2022



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 1st, 2021 to September 30th, 2022

First Initiative: Training: Provision of training to personnel of unaffiliated non-profit organizations.

Activities to fulfill initiative A student from the Harris-Lake Park High School did a job shadow at the station. He learned mostly about the programming side. His job shadow took part during the Morning shows where he learned about taking callers, the audiomation ssytem and how the equipment has changed over the years.

Second Initiative: Job Fair: Participation in a job fair

Activities to fulfill initiative Held a booth at the annual IA Lakes Community College Career Fair. Had a booth at the Okoboji Schools Summer Job Fair at Arnolds Park Roof Garden.

Form Prepared By: Lisa Johnston Date: 9/22/2022



- 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 1st, 2021 to September 30th, 2022

First Initiative: Training: Provision of training to management level personnel as to the methods of ensuring equal employment opportunity & preventing discrimination.

Activities to fulfill initiative Annual GM meeting where several topics were discussed, including EEO, hiring and prong 3 initiatives.

Second Initiative: Training: Provision of training to management level personnel as to the methods of ensuring equal employment opportunity & preventing discrimination.

Activities to fulfill initiative General Manager and Office Admin attended an FCC EEO Rules webinar put on by the Iowa Broadcasters Association. They covered topics such as background and updates on the current EEO regulations, requirements and record keeping.

Form Prepared By: Lisa Johnston Date: 9/30/2022



- 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.