

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2003 to September 21, 2004.

1) Employment Unit: Citadel Broadcasting Company - Des Moines, Iowa

2) Unit Members (Stations and Communities of License):
 KGGO-FM, Des Moines, IA
 KHKI-FM, Des Moines, IA
 KBGG-AM, Des Moines, IA
 KJJY-FM, W Des Moines, IA
 KBGG-FM, Boone, IA

3) EEO Contact Information for Employment Unit:

Mailing Address: Citadel Broadcasting Company 4143 - 109 th Street Urbandale, IA 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Jack O'Brien, Operations Manager
	E-mail Address: Jack.obrien@citcomm.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
1. Account Executive-All Stations	Radio Advertisement
2. Account Executive-KJJY/KHKI	Client Referral
3. Business Manager	Exigent Circumstances
4. Program Director-KBGG-FM	Internal Promotion
5. On Air Talent-KBGG-FM	Exigent Circumstances
6. Account Executive-All Stations	Radio Advertisement
7. Account Executive-KJJY/KHKI	Radio Advertisement
8. Account Executive-All Stations	Radio Advertisement
9. Account Executive-KGGO	Radio Advertisement
10. Account Executive-All Stations	Radio Advertisement

Stations KGGO-FM, KHKI-FM, KBGG-AM, KJJY-FM & KBGG-FM are Equal Opportunity Employers.

4) Full-Time Job Vacancies Filled by Each Station. (cont.)

Job Title	Recruitment Source Referring Hiree
11. Account Executive-KBGG-FM	Internal Referral
12. Account Executive-All Stations	Radio Advertisement
13. Account Executive-KGGO	Radio Advertisement
14. Account Executive-All Stations	Radio Advertisement
15. Account Executive-KBGG-FM	Internal Referral
16. On Air Talent-KGGO	Exigent Circumstances
17. Account Executive-KBGG-FM	Internal Referral
18. Account Executive-KBGG-FM	Internal Referral
19. Account Executive-KGGO	Radio Advertisement
20. Account Executive-All Stations	Radio Advertisement
21. Account Executive-All Stations	Radio Advertisement
22. Account Executive-KJJY/KHKI	Radio Advertisement
23. Account Executive-KJJY/KHKI	Radio Advertisement
24. Account Executive-KGGO	Radio Advertisement
25. Account Executive-KGGO	Radio Advertisement
26. Account Executive-KJJY/KHKI	Radio Advertisement

5) Job Title: (1) Account Executive

Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	4	NO
William Penn University	Marsha Riordan	201 Trueblood Ave Oskaloosa IA 52577	641-673-1045	0	NO
Wartburg College	Derek Solheim	100 Wartburg Blvd Waverly IA 50677	319-352-8330	0	NO
University of Northern Iowa	Clark Elmer	SSC #19 Cedar Falls IA 50614-0384	319-273-6857	0	NO
University of Missouri	Joseph Johnson	130 Jesse Hall Columbia MO 65211	573-882-6801	0	NO
University of Iowa	Jerry L. Paschal	24 Phillips Hall Iowa City IA 52242	319-335-1023	0	NO
Simpson College	Ann Greubel	701 N C Street Indianola IA 50125	515-961-1667	0	NO
Scott Community College	Rochele Carlson	500 Belmont Rd Bettendorf IA 52722	563-441-4020	0	NO
NAACP	McKensly Wilson	1134 9 th St SE Cedar Rapids IA 52401	319-365-9482	0	NO
Morningside College	Wendy Stevenson	1501 Morningside Dr Sioux City IA 51106	712-274-5000	0	NO
Luther College	Mark Peltz	700 College Dr Decorah IA 52101	563-387-1025	0	NO
Loras College	Bobbi Martin	1450 Alta Vista St Dubuque IA 52004	563-588-7922	0	NO
Affirmative Action Register	Joyce Green	8356 Olive Blvd St Louis MO 63132	314-991-1335	0	NO
Iowa Workforce Development	Tony Dietsch	1000 E Grand Des Moines IA 50390	515-281-5387	0	NO
Iowa State University	Beverly Madden	570 Beardshear Hall Ames IA 50111-2047	515-294-9490	0	NO
Iowa Div of Status of Women	Ellen Faylor	Lucas State Office Bldg Des Moines IA 50319	515-281-4461	0	NO
Hamilton College	Lori Orthaus	4655 121 st St Urbandale IA 50322	515-727-2100	0	NO
El Centro Latinamerica	Ruben Arce	221 E 4 th St #111 Waterloo IA 50703	319-287-5046	0	NO
American Indian Council	Jennifer Hum	215 Wm Parker Jr Way Des Moines IA 50309	515-281-9702	0	NO

5) Job Title: (2) Account Executive

Referral Source(s) of Hiree: Client Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	2	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO
William Penn University	Marsha Riordan	201 Trueblood Ave Oskaloosa IA 52577	641-673-1045	0	NO
Wartburg College	Derek Solheim	100 Wartburg Blvd Waverly IA 50677	319-352-8330	0	NO
University of Northern Iowa	Clark Elmer	SSC #19 Cedar Falls IA 50614-0384	319-273-6857	0	NO
University of Missouri	Joseph Johnson	130 Jesse Hall Columbia MO 65211	573-882-6801	0	NO
University of Iowa	Jerry L. Paschal	24 Phillips Hall Iowa City IA 52242	319-335-1023	0	NO
Simpson College	Ann Greubel	701 N C Street Indianola IA 50125	515-961-1667	0	NO
Scott Community College	Rochelle Carlson	500 Belmont Rd Bettendorf IA 52722	563-441-4020	0	NO
NAACP	McKensly Wilson	1134 9 th St SE Cedar Rapids IA 52401	319-365-9482	0	NO
Morningside College	Wendy Stevenson	1501 Morningside Dr Sioux City IA 51106	712-274-5000	0	NO
Luther College	Mark Peltz	700 College Dr Decorah IA 52101	563-387-1025	0	NO
Loras College	Bobbi Martin	1450 Alta Vista St Dubuque IA 52004	563-588-7922	0	NO
Affirmative Action Register	Joyce Green	8356 Olive Blvd St Louis MO 63132	314-991-1335	0	NO
Iowa Workforce Development	Tony Dietsch	1000 E Grand Des Moines IA 50390	515-281-5387	0	NO
Iowa State University	Beverly Madden	570 Beardshear Hall Ames IA 50111-2047	515-294-9490	0	NO
Iowa Div of Status of Women	Ellen Failor	Lucas State Office Bldg Des Moines IA 50319	515-281-4461	0	NO
Hamilton College	Lori Orhaus	4655 121 st St Urbandale IA 50322	515-727-2100	0	NO
El Centro Latinamerica	Ruben Arce	221 E 4 th St #111 Waterloo IA 50703	319-287-5046	0	NO
American Indian Council	Jennifer Hunt	215 Wm Parker Jr Way Des Moines IA 50309	515-281-9702	0	NO

5) Job Title: (6) Account Executive

Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	3	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (7) Account Executive

Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	2	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (8) Account Executive

Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	3	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (9) Account Executive

Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	4	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (10) Account Executive Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	3	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (11) Account Executive Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	2	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (12) Account Executive Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	3	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (13) Account Executive Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	2	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (14) Account Executive

Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	2	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (15) Account Executive

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	3	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (17) Account Executive

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	2	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (18) Account Executive

Referral Source(s) of Hiree: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	3	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (19) Account Executive Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	4	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (20) Account Executive Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	2	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (21) Account Executive Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	3	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (22) Account Executive Referral Source(s) of Hiree: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	1	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (23) Account Executive Referral Source(s) of Hire: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	3	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (24) Account Executive Referral Source(s) of Hire: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	2	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (25) Account Executive Referral Source(s) of Hire: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	4	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

5) Job Title: (26) Account Executive Referral Source(s) of Hire: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Radio Advertising	Michael Hope	4143 - 109 th Street Urbandale, IA 50322	515-331-9200	1	NO
DesMoinesHelpWanted.com	Dale Mulder	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	NO

6) Total # of Interviewees Referred: For the period from September 22, 2003 to September 21, 2004, this Employment Unit interviewed 58 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Established Internship Program

Citadel has established an internship program designed to assist members of the community in acquiring skills needed for broadcast employment. In 2004, Citadel had four interns who completed four-month internships between May and September. The interns worked twenty hours each week and were supervised by the Program Directors and the Director of Sales.

The internship program is open to any college or junior college student who has an interest in broadcasting. Interns are involved in the day-to-day events of the radio stations. This includes, but is not limited to: planning and executing promotions, training and hands on work with studio broadcast equipment, training with the sales staff regarding advertising sales, and assisting with remote broadcasts of various stations.

(b) Initiative: Hosted Job Fairs

During the period covered by this Report, Citadel hosted and promoted three job fairs designed to attract a diverse range of potential employees and to inform and educate the public about career opportunities in the broadcast field. The jobs fairs were held in December 2003, May 2004, and August 2004 and were staffed by station personnel who have substantial responsibility in the making of hiring decisions, including the Operations Manager, Sales Manager, Business Manager, and General Manager.

(c) Initiative: Participated in Station-Designed Activity

Citadel also participated in an activity designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: namely, on September 17, 2004 Citadel provided training to personnel of an unaffiliated organization, the W. Des Moines Rotary Club, in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions. The meeting was attended by station personnel, including announcers, sales representatives, and managers. Each member of the Club spent time in the programming, production, and sales departments.

(d) Initiative: Participated in Job Fair

On October 29, 2003, Citadel participated in the Hamilton College Career Fair held at the college from 2 to 6 p.m. The Operations Manager, Sales Director and General Manager staffed a booth, where they educated interested parties on the nature of radio broadcasting work and employment opportunities in radio. They answered questions, handed out career opportunities information, and accepted employment applications on-site.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 8, 2003 to September 22, 2003.

1) **Employment Unit: Citadel Broadcasting Company- Des Moines, West Des Moines and Boone, Iowa**

2) **Unit Members (Stations and Communities of License):**

KGGO-FM, Des Moines, IA – Facility ID 12965
KHKI-FM, Des Moines, IA – Facility ID 12966
KBGG-AM, Des Moines, IA – Facility ID 87105
KJJY-FM, West Des Moines, IA – Facility ID 22882
KRKQ-FM, Boone, IA – Facility ID 30116

3) **EEO Contact Information for Unit Member:**

Mailing Address: Citadel Broadcasting Company 4143 109 th Street Urbandale, IA 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Jack O'Brien Operations Manager
	E-mail Address: jack.obrien@citcomm.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit. NONE**

Stations KGGO-FM, KHKI-FM, KBGG-AM, KJJY-FM, and KRKQ-FM are Equal Opportunity Employers.

5) Job Title: Not Applicable

Referral Source(s) of Hiree: Not Applicable

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Not Applicable					

6) Total # of Interviewees Referred: For the period from September 8, 2003 to September 22, 2003, this Employment Unit did not have any full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report. None.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2009 to September 22, 2010.

1) Employment Unit: Citadel Broadcasting Company – Des Moines, IA

2) Unit Members (Stations and Communities of License): KGGO (FM), Des Moines, Iowa
 KHKI (FM), Des Moines, Iowa
 KBGG (AM), Des Moines, Iowa
 KJJY (FM), West Des Moines, Iowa
 KWQW (FM,) Boone, Iowa

3) EEO Contact Information for Unit Member:

Mailing Address: Citadel Broadcasting Company 4143 109 th Street Urbandale, IA. 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Steve Brill, Operations Manager Sharon Beninato, Business Manager/HR
	E-mail Address: Steve.Brill@citcomm.com Sharon.Beninato@citcomm.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Program Director - KJJY	Employee Referral
2. Sales Assistant/Receptionist- All Stations	Employee Referral
3. Interactive Sale Mgr. - All Stations	Industry Referral
4. Traffic Manager - All Stations	Employee Referral
5. Account Executive - All Stations	Employee Referral
6. Account Executive - All Stations	Des Moines Help Wanted
7. Account Executive - All Stations	Industry Referral

Stations KGGO (FM), KHKI (FM), KBGG (AM), KWQW (FM), KJJY (FM) are Equal Opportunity and Affirmative Action Employers.

5) Job Title: Program Director KJJY Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Steve Brill	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	1	No
Employee Referral	Steve Brill	4143 109 th Street, Urbandale, IA 50322	515-331-9200	3	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Allaccess.com	Joel Denver	www.allaccess.com	301-457-6616	1	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No

Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitanio	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phyllis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grimell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No

Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	202-375-3664	0	No
NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendl	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Sales Assistant/Receptionist Referral Source(s) of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Steve Brill	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	0	No
Employee Referral	Terry Peters	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Industry Referral	Michael Hope	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Craigslist.org		PO Box 225195 San Francisco, CA, 94122	415-566-6394	0	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No

Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd, Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulliano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phyllis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No

Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Interactive Sales Manager Referral Source(s) of Hire: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Steve Brill	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	2	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Michael Hope	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd. St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-PM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No

Division of Persons with Disabilities	Jill Fulitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4305	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No

Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Murten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Traffic Manager

Referral Source(s) of Hire: Citadel Business Mangers

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Steve Brill	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	1	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Citadel Business Mangers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	No
Employee Referral	Clim Burkhall	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No

Division of Persons with Disabilities	Jill Fulitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phyllis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K., Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No

Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Russell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
National Association of Broadcasters	Alex Hiltz Sanchez	1771 N St. NW, Washington, DC 20036-2891	202-429-5497	0	No
Northwestern College	Bill Minnick	208 8 th St. SW, Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Account Executive

Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Steve Brill	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	2	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Employee Referral	Michael Hope	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
ISU Career Management Services		isuems@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No

Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phyllis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlotte Nelson	Lucas State Office Building, Des Moines, IA 50319	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA 50319	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL 61790-2520	309-438-2200	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
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Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

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Referral Source(s) of Hiree: Des Moines Help Wanted

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Steve Brill	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	2	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Employee Referral	Michael Hope	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd. St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South M1, King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No

Division of Persons with Disabilities	Jill Fulitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMAAC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phyllis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Valorie Larsson	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College - Cedar Rapids	Lisa K. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College - Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
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Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
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Latino Americano, El Centro		316 W. 3 rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
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Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

6) **Total # of Interviewees Referred:** For the period from September 23, 2009 to September 22, 2010, this Employment Unit interviewed 21 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) **Internship program designed to assist members of the community achieve careers in Broadcasting.**

From May 10 – August 20, 2010 – A student from The University of Northern Iowa, participated in the Citadel Broadcasting Programming Internship under the guidance of KHKT's Program Director. The intern program gives students an inside look at the workings of a radio station. They get hands-on training in all aspects of this business from music decisions to sales promotions and execution. It is a realistic view of broadcasting. Student's school requirement was to work 400 hours, which was accomplished in the course of their Spring/Summer term with us. Intern received 3 Credit Hours for the time with the Employment Unit (EU).

April - August 2010 - College Student interned in the Promotions and Marketing Department at EU to earn college credit in a business marketing class. Student's duties included day-to-day help with remote broadcasts, station events and prize management. Intern represented the Citadel radio stations at community events and fundraisers such as Zoo Brew at the Blank Park Zoo and Friday Fest for the Urbandale Sports Club. Duties also included remote broadcasts for Pepsi and Citadel's Big Country Bash and Summer Jam. Intern received 3 Credit Hours for his time with EU.

June 10- August 28, 2010 - a Grandview University student interned in the production department. Intern was taught how our radio production department operates. Intern learned how to write commercials, work with digital editing software, and input finished commercials into the stations automation system. Intern also observed parts of many on-air shifts, learning how the on-air personalities prepare and present information to the listeners. Intern received 3 credit hours.

(b) **Participation in Internet programs designed to promote outreach generally**

Citadel Broadcasting Des Moines has a continuous outreach on the external website desmoineshelpwanted.com, a website that provides employment opportunities in the Des Moines Metro Area. The perpetual posting on this website is advertising a full-time accountant executive position. Desmoineshelpwanted.com is also a place where Citadel Broadcasting advertises additional full and part time employment opportunities including sales representatives and board operators.

(c.) **Participation in events or programs sponsored by educational institutions.**

On Friday March 19th 2010, our KJJY morning host participated in Career Day at Northview Middle School and discussed jobs in broadcasting with the entire student body.

On Thursday August 12th 2010 our KWQW evening hosts spoke at Des Moines Area Community College with Physicians for Social Responsibility. The event displayed the working of a live radio talk show and local homeless youths were present to learn about the process and community involvement.

(d.) **Participation in scholarship program designed to assist students interested in broadcasting careers.**

Citadel Des Moines publicizes and supports five broadcasting scholarships being offered by the Midwest Conclave; 3 to broadcasting schools and 2 college scholarships. The Midwest Conclave is a yearly meeting of broadcasters and

part of the dues are used for these scholarships. Several Iowans have won these scholarships in the past and Citadel Des Moines sent 2 representatives to The Conclave in July 2010.

Stations KGGO (FM), KHKI (FM), KBGG (AM), KWQW (FM), KJJY (FM) are Equal Opportunity and Affirmative Action Employers.