

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 Filitano	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	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. Ruseli 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
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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 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 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
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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 KHKI'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.

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2008 to September 22, 2009.

1) Employment Unit: Citadel Broadcasting Company – Des Moines

Unit Member: (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@citcom.com Sharon.Beninato@citcom.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	Des Moines Help Wanted

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

5) Job Title: Account Executive 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)
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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 22101	703-506-3293	0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Fort. Belknap, LA 70121	301-794-1333	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	309-797-7133	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	Mel Creech	600 North Main Avenue, Chicago, IL 60605	312-341-1133	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. AGA, 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	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

Grimmell College	Valorie Larsson	1127 Park St., Grimmell, 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	515-727-2110	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 Scheiner	185 Student Services Building, Normal, IL 61790-2530	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	712-325-3263	0	No
Iowa Workforce Development	Erin Feh	1300 East Grand, Des Moines, IA 50319-0309	515-281-9611	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	565-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	565-387-1025	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. Fusell How	222 3 rd S. St., Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7101	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 3 rd 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	Rochele 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

6) Total # of Interviewees Referred: For the period from September 23, 2008 to September 22, 2009, this Employment Unit interviewed 5 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

a.) **Initiative:** Participation in events or programs sponsored by educational institutions.

On January 15 2009, our KJJY morning host participated in Career Day at Northview Middle School and discussed jobs in broadcasting with the entire student body.

b.) Initiative: Internship program designed to assist members of the community achieve careers in broadcasting.

From May 13 – August 21, 2009 A Student from Iowa State University participated in the Citadel Broadcasting Programming Internship under the guidance of KJJY & KHKI'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's 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.

From May 13 – August 23, 2009 A Student from Northwest Missouri State participated in the Citadel Broadcasting Programming Internship under the guidance of EU Promotions Manager . The intern program gives students an inside look at the workings of a radio station, particularly from a marketing/promotions standpoint. They get hands on training in all aspects of from setting up remote broadcasts to sales promotions to station contests/stunts and execution. It's a realistic view of broadcasting.
Student's earned 3 credit hours for the summer of work.

From July 27th 2009 through September 4th 2009 a student from Emerson College participated in the Citadel Broadcasting Programming Internship under the guidance of KWQW and KBGG's Program Director and local talk show host. This intern program gives students an inside look at the workings of a talk radio program. They get hands on training in show planning and execution along with overall station operations. They also receive some on-air experience in segments that they help prepare along with an overall education in the broadcast industry.

c.) Initiative: 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 part-time, entry-level board operator position. Desmoineshelpwanted.com is also a place where Citadel Broadcasting Des Moines advertises additional full and part time employment opportunities including Sales Representatives.

d.) Initiative: Participation in scholarship program designed to assist students interested in broadcasting careers.

KGGO and KJJY aired public service announcements during March and April of 2009 publicizing 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.

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



EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2010 to September 22, 2011.

1) Employment Unit: Des Moines, IA

2) Unit Members (Stations and Communities of License): **KGGO-FM, Des Moines, IA**
KHKL-FM, Des Moines, IA
KBGG-AM, Des Moines, IA
KJJY-FM, West Des Moines, IA
KWQW-FM, Boone, IA

3) EEO Contact Information for Unit Member:

Mailing Address: Cumulus Media, Inc. 4143 109 th Street Urbandale, IA 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Brady Yeoman, Interim Operations Manager Sharon Beninato, Business Manager/HR
	E-mail Address: brady.yeoman@cumulus.com sharon.beninato@cumulus.com

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

Job Title	Recruitment Source Referring Hiree
1. Music Director	Exigent Circumstances
2. Assistant Program Director	Employee Referral
3. Production Assistant	Exigent Circumstances
4. Account Executive	Industry Referral
5. Account Executive	Industry Referral
6. Account Executive	Employee Referral
7. Account Executive	Industry Referral
8. Account Executive	Industry Referral
9. Account Executive	Industry Referral

Stations KGGO-FM, KHKL-FM, KJJY-FM, KWQW-FM, AND KBGG-AM are Equal Opportunity and Affirmative Action Employers



5) Job Title: Music Director

Referral Source(s) of Hire: Exigent Circumstances

The Music Director Position was filled by an Internal Promotion of a part time employee who has been with the EU for 3 years. The promotion was approved by a former Operations Manager.



5) Job Title: Assistant Program Director 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	Brady Yeoman	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	Brady Yeoman	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	1	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		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
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	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	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	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	Cathleen Powell	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



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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
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 - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		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
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		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
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 Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		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: Production Assistant

Referral Source(s) of Hire: Exigent Circumstances

The Production Assistant position was filled by an Internal Promotion of a part time employee who was an essential morning show employee with vast production and copywriting experience. The promotion was approved by a former Operations Manager.



5) Job Title: Account Executive

Referral Source(s) of Hiree: 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	Brady Yeoman	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
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	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
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		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
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	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	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	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	Cathleen Powell	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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Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	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 - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		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
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		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. Russel 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
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 Coilege	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 Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		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



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Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	1	No
Employee Referral	Brady Yeoman	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
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		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
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
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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	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	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	Cathleen Powell	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



CUMULUS

Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	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 - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		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
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KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		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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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
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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 Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
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Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
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Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
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Industry Referral	Michael Hope	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
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Division of Persons with Disabilities	Jill Fultano	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	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	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	Cathleen Powell	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



CUMULUS

Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	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 - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		0	No
Iowa Lakes Community College-Emmetsburg	Diana Refseil	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
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		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
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 Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		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 Hiree: 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	Brady Yeoman	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
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	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
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GLH 242	University of Northern Iowa, Cedar Falls, IA 50614		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
Blackhawk College	Mary Jo Curlless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	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	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
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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, 2010 to September 22, 2011, this Employment Unit interviewed 26 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

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

April - August 2011 - 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 and Big Country Bash and Summer Jam. Intern received 3 Credit Hours for his time with EU. The intern was managed by a Promotions Director.

June - October 2011 - College Student from Simpson College, participated in the Citadel Broadcasting Programming Internship under the guidance of KHKI's Assistant Program Director. During these mornings she would help with scheduling, updating the website and prep on air materials. She also helped out with concerts, State Fair and other in studio visiting artists. The Intern program gives students an inside look at the working 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. Intern received 4 Credit Hours for the time with Employment Unit (EU).

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

EU maintains 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 EU 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, November 17, 2010, a representative of EU participated in Career Day at Colfax High School and discussed jobs in broadcasting with 32 students.

(d) Participation in training programs

In October 2010 Citadel Broadcasting - Des Moines' Business Manager attended a seminar in Las Vegas, NV regarding supplemental recruiting. There she learned about alternative ways to recruit employees for open positions we have at our stations. Seminar was organized by company corporate staff

(e) Sexual Harassment Training Program.

In April 2011, all Citadel Broadcasting managers attended a 2-hour long webinar on Sexual Harassment Prevention in the Workplace. This training was designed by corporate HR for supervisors and intended to teach them their vital role in creating a respectful, harassment-free work environment. The training is live and participants will had the opportunity to type in their questions through the web.