

Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 1st, 2021
through September 30th, 2022

Job Title	Date Filled
Account Executive	6/1/2022 and 9/6/2022
On Air Talent	9/19/2022

Form Prepared By Lisa Johnston Date 9/21/2022

To be completed continuously as each vacancy is filled.

Place completed sheet in station's local public file and post on station's website.

List of Recruitment Sources Used to Fill Each Vacancy

Job Title Radio & Digital Sales Consultant Date Position Filled 6/1 & 9/6

Source for Actual Hire Indeed and Personal

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Google	Job Funnel
Indeed	Job Funnel
Monster	Job Funnel
Zip Recruiter	Job Funnel

Form Prepared By Buzz Paterson Date 8/23/22



To be completed after each full time vacancy is filled.

Place completed sheet in station's local public file and post on station's website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)

List of Recruitment Sources Used to Fill Each Vacancy

Job Title On-Air/News/Sports Date Position Filled 9/19/22

Source for Actual Hire Allaccess

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
All Access	See Attached
Google	Job Funnel
Indeed	Job Funnel
ZipRecruiter	Job Funnel
Monster	Job Funnel
Job Funnel	Job Funnel

Form Prepared By Buzz Paterson Date 8/23/22

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Place completed sheet in station's local public file and post on station's website.

Attach copies of advertisements, bulletins, letters, emails faxes or other communication announcing vacancy. (These do not need to be posted in file)

Total Number of Interviewees Referred by Each Recruitment Source

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

Total Number of People Interviewed 10

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
All Access	3
Indeed	3
Radio	1
Referral	3

Form Prepared By Lisa Johnston Date 9/21/2022



To be completed on the anniversary date of the renewal filing due date.

Use Tally of Interviewee Sources (Form 4) to complete.

Place completed sheet in station's local public file and post on station's website.

Summary of Supplemental Outreach Initiatives

Filing Period From October 1st, 2021 to September 30th, 2022

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

Activities to fulfill initiative A HS senior from Alta-Aurelia completed a job shadow at the station for her College and Career Readiness program.

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

Activities to fulfill initiative GM attended a webinar put on by the Iowa Broadcasters Association covering the FCCs EEO Rules. They covered topics such as background and updates on the current EEO environment, EEO Requirements, record-keeping and reporting and practical considerations related to EEO programs.

Form Prepared By: Lisa Johnston Date: 9/21/2022



To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.

Place completed sheet in station's local public file and post on station's website.

Summary of Supplemental Outreach Initiatives

Filing Period From October 1st, 2021 to September 30th, 2022

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

Activities to fulfill initiative A HS senior from Newell-Fonda completed a week long intern at the station. In particular she worked with the programmers concentrating on projects for our sports broadcasts. she also did voice overs and learned how to mix and produce spots.

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

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

Form Prepared By: Lisa Johnston Date: 9/21/2022

To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

Use the Description of Supplemental Outreach Initiatives (Form 7) to complete.

Place completed sheet in station's local public file and post on station's website.