



## List of Recruitment Sources Used to Fill Each Vacancy

Job Title News Director Date Position Filled 7/20/2020

Source for Actual Hire Indeed/Mgr from another market area

### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
South Dakota Broadcasters Association Iowa Lakes Community College	See Attached Agency Recruitment Sheet
Storm Lake United Indeed	
Radio Online	

Form Prepared By Buzz Paterson Date 9/2/2020

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 News Director Date Position Filled 10/1/19

Source for Actual Hire Indeed

### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
All Access Brown College	See Attached Recruitment Sources
Buena Vista University Iowa Broadcasters Association	
Iowa Lakes Community College Indeed	
South Dakota Broadcasters Association South Dakota State University	
Storm Lake United University of South Dakota	

Form Prepared By Lisa Johnston Date 9/24/19

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 Office Manager/Worker Date Position Filled 9/30/19

Source for Actual Hire Radio Advertisement

### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Buena Vista University Iowa Lakes Corridor	See Attached Recruitment List
Iowa Broadcasters Association Iowa Lakes Community College	
Indeed Iowa Central Community College	
Storm Lake United Storm Lake Radio	

Form Prepared By Lisa Johnston Date 9/24/19

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 Office Manager Date Position Filled 01/02/2020

Source for Actual Hire Indeed

### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Buena Vista University Iowa Lakes Corridor	See Attached Agency Recruitment List
Iowa Broadcasters Association Iowa Central Community College	
Iowa Lakes Community College Indeed	
Storm Lake United	

Form Prepared By Lisa Johnston Date 03/06/2020

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)

Agency Name	Address	Contact Name	Contact Email	Contact Phone	Contact Fax
All Access	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265	Post on Forum	Self Report	310-457-6616	310-457-0858
Brown College	1345 Mendota Heights Rd Mendota Heights, MN 55120	Christine Dye	cdye@mh.sanfordbrown.edu	651-905-3509	651-905-3540
Buena Vista University	PO 2975 Storm Lake, IA 50588	Jeff Stocco	stoccoj@bvuu.edu	712-749-2441	712-749-2037
Indeed	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	Self Report	1-800-462-5842	
Iowa Broadcasters Association	PO Box 71186 Des Moines, IA 50325	Sue Toma	<a href="mailto:iowaiba@dwx.com">iowaiba@dwx.com</a>	515-224-7234	515-224-6560
Iowa Central Community College	916 Russel Storm Lake, IA 50588	Dan Anderson	dan_anderson@iowacentral.edu	712-732-2991	712-732-7285
Iowa Lake Community College	300 S 18th St Estherville, IA 51334	Melissa B Lutat	mlutat@ilcc.cc.ia.us	712-362-7914	
Iowa Lakes Corridor Development	520 2nd Ave East, Suite 2 Spencer, IA 51301	Alyssa Kragelund	akragelund@lakescorridor.com	712-264-3474	712-580-3472
Radio Advertising Bureau	400 E Las Colinas Blvd #350 Irving, TX 75039	Jean Hetherington	jhetherington@rab.com	972-753-6767	
South Dakota Broadcasting Association	106 W Capital Box 1037 Pierre, SD 57501	Marla Willard or Margarete Engels	marla@willardandassociates.com or marg@willardandassociates.com	605-224-1034	
South Dakota State University	Brookings, SD 57007	Self Report	Handshake Self Report	800-952-3541	
Storm Lake Radio	910 Flindt Dr. Storm Lake, IA 50588			712-732-3520	712-732-1746
Storm Lake United	119 W 6th St Storm Lake, IA 50588	Lee Dutfield	lee@stormlakeunited.com	712-732-3780	
University of South Dakota	414 East Clark ANMC205 Vermillion, SD 57069	Kasandra Girard	Kasandra.Girard@usd.edu	605-677-8854	



## Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 1, 2019  
through September 30, 2020

Job Title	Date Filled
Office Manager	January 2, 2020
Office Manager	September 30, 2019
News Director	October 1, 2019 & January 4th, 2020
News Director	July 20, 2020

Form Prepared By Lisa Johnston Date 9/9/2020

To be completed continuously as each vacancy is filled.

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

## Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1, 2019 through September 30, 2020

Total Number of People Interviewed \_\_\_\_\_

### Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
Indeed	11
South Dakota Broadcasters Association	1
Radio Ad	4
Word of Mouth	1

Form Prepared By Lisa Johnston Date 9/9/2020

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

2 Year Filing Period From October 1, 2019 to September 30, 2020

First Initiative: Training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that will enable them to better refer job candidates for broadcast positions.

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Activities to fulfill initiative 012020 - Omar a student from Buena Vista University completed an internship at the station.

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Second Initiative: Training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that will enable them to better refer job candidates for broadcast positions.

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Activities to fulfill initiative 012020 - Tanner another Student from Buena Vista University completed an internship at the station.

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Form Prepared By: Lisa Johnston Date: 9/9/2020



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

2 Year Filing Period From October 1, 2019 to September 30, 2020

First Initiative: Training: designed to enable station personnel to acquire skills that may qualify them for higher level positions

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Activities to fulfill initiative 012020 AE from the station completed courses from Radio Advertising bureau.

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Second Initiative: Training: designed to enable station personnel to acquire skills that may qualify them for higher level positions.

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Activities to fulfill initiative 012020 AE from the station completed a professional development training from the RAB online academy. This is a course for managers.

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Form Prepared By: Lisa Johnston Date: 9/9/2020

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 1, 2019 to September 30, 2020

First Initiative: Training to management level personnel as to methods of ensuring equal employment opportunity  
and preventing discrimination.

Activities to fulfill initiative 092019 GM attended company meeting where EEO compliance and regulations were  
covered and discussed.

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

Activities to fulfill initiative 082020 GM and OM attended meeting where EEO, recruitment, hiring notifications  
outreach initiatives and the public file were discussed.

Form Prepared By: Lisa Johnston Date: 9/9/2020

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

2 Year Filing Period From October 1, 2019 to September 30, 2020

First Initiative: Hosting a Job Fair

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Activities to fulfill initiative 092020 Station hosted a job fair at the station.

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Second Initiative: Community Events: Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities

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Activities to fulfill initiative 022020 Station employee went to a school to with FFA students about Radio.  
022020 A separate event FFA students came to the station, toured and did other activities where the learned about radio and the careers in the industry.

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Form Prepared By: Lisa Johnston Date: 9/9/2020



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.