

6) **Total # of Interviewees Referred:** For the period from September 23, 2007 to September 22, 2008, this Employment Unit interviewed 36 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

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

On September 27, 2007 One of our KJJY morning host spoke with the fifth grade class at N.E. Elementary School in Des Moines Iowa concerning a careers in broadcasting On March 26, 2008 one of our KJJY morning host met with the third and fourth grade classes at N.E. Elementary School in Des Moines to discuss broadcasting careers. In February, 2008, KWQW midday host spoke with the business class at Dowling High School in West Des Moines about working in the broadcast industry. On April 29, 2008 KHKI & KJJY's Program Director spoke to students at Clark County High School in Osceola, Iowa about a potential career in broadcasting.

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

From March 24 – August 17, 2008 Students from Grandview College 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 term with us.

From May 19 – August 17, 2008 Two more students; one from Northwest Missouri State and Grandview College, also participated in the Intern program although their emphasis was on Promotions. They worked under the guidance of Citadel's Cluster Promotion Director. They were involved in all levels of radio promotion from conception to fulfillment and everything in between.

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, Program Director, and Graphic Artist.

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

KGGO aired public service announcements through March and April of 2008 publicizing five broadcasting scholarships 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, 2007 to September 22, 2008.

1) Employment Unit: Citadel Broadcasting Company – Des Moines

- 2) Unit Members (Stations and Communities of License): KCGO (FM), Des Moines, Iowa; KHKI (FM), Des Moines, Iowa; KBCG (AM), Des Moines, Iowa; KJLY (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@citelcomm.com Sharon.Beninato@citelcomm.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 - KWQW/KBCG	Employee Referral
2. Operations Manager – All Stations	Employee Referral
3. Graphic Designer – All Stations	Craigslist
4. Account Executive – All Stations	Des Moines Help Wanted
5. Account Executive – All Stations	Des Moines Help Wanted
6. Account Executive – All Stations	Des Moines Help Wanted
7. Account Executive – All Stations	Des Moines Help Wanted

Stations KCGO (FM), KHKI (FM), KBCG (AM), KWQW (FM), KJLY (FM) are Equal Opportunity Employers.

5) Job Title: Program Director KWQW/KBCG Referral Source(s) of Hiree: Employee Referral

(1) Name of Organization	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
				0	Yes
Citadel Email Outreach	Jack O'Brien	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
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Employee Referral	Terry Peters	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	1	No
Craigslst.org	PO Box 225195 San Francisco, CA, 94122		415-566-6394	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 Cufless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Brian 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. 6A, Johnston, IA	5131-1824	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 Fullitano	Lucas State Office Bldg., Des Moines, IA	50319	515-242-6334	0	No
DMAACC-Des Moines/Urban Campus	Mary K. Moore	1100 7th 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 12th 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 Retzell	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. 3rd 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

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

5) Job Title: Operations Manager Referral Source(s) of Hire: Employee Referral

(i) Name of Organization	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Request Source Notification? (Yes or No)
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Iowa Lakes Community College	Linda Wiegman	300 South 18 th St., Esterville, IA 51334		0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Briar Cliff University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
Blackhawk College	Mary Jo Curtless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Augustana College	Kristi Gimel Becker	639 38 th Street, Rock Island, IL 61201	309-794-7339	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
ISU Career Management Services		iscms@iastate.edu	515-294-2540/2542	0	No
Craigslists.org		San Francisco, CA, 94122 PO Box 225195	415-566-6394	0	No
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Internal Referral	Matt Hanlon	60 Monroe Center St NW # M2 Grand Rapids, MI 49503	616-774-8461	1	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Employee Referral	Terry Peters	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Allaccess.com	Joel Denver	Allaccess.com	301-457-6616	5	No
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	1	No
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes

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 Fullitano	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 Satterdahl	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
Grimnell 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 Carron	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
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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
Natl 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	S5C # 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
Warburg 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: Graphic Designer Referral Source(s) of Hiree: Craigslist

(i) Name of Organization	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
				0	Yes
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	3	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Craigslisr.org	PO Box 225195 San Francisco, CA, 94122		415-566-6394	2	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
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Augustana College	Kristi Gimmel 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 Curtless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Brian Clift University	Bonnie Shinn	3303 Rebecca, Sioux City, IA 51104	712-279-5455	0	No
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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
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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 Fultano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
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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
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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	208-575-3664	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, 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
Warburg College	Derek Sotheim	100 Warburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha RJordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

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(i) Name of Organization	Contact Person	Address:	Telephone Number:	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Notified of Job Vacancy:	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	3	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
Craigslst.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	Marta E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Augustana College	Kristi Gimmel 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 Curtless	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 5021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fullitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7th 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 121st St., Des Moines, IA 50323	515-272-2100	0	No
Hawkeye Community College	Ruben Carron	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
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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
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	Laventa Cottrell	1400 John R. Lynch St., Jackson, MS 39217- 0280	601-976-2477	0	No
Latino Americano, El Centro		316 W. 3rd St., Waterloo, IA 50701	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alia 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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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
Warburg College	Derek Sotheim	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: Des Moines Help Wanted

(1) Name of Organization	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	5	No
Chadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Chadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Craigslst.org	PO Box 225195 San Francisco, CA, 94122	isums@iastate.edu	415-566-6394	0	No
ISU Career Management Services			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 Gimmel 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 Curtess	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Brian 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 Kitman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Vaughn	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	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fullitano	Lucas State Office Bldg., Des Moines, IA	515-242-6334	0	No
DMAACC-Des Moines/Urban Campus	Mary K. Moore	1100 7th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	Debra Setterdahl	2507 University Ave., Des Moines, IA	515-271-3721	0	No
Foundation for Minority Interests in Media	Phyllis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA	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 121st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carron	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlote Nelson	Lucas State Office Building, Des Moines, IA	515-281-4461	0	No
IA Department of Human Rights	Walter Reed	Lucas State Office Building, Des Moines, IA	515-242-5655	0	No
Illinois State University	Michael Schemer	185 Student Services Building, Normal, IL	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	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	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. 3rd 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

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

6) Total # of Interviewees Referred: For the period from September 23, 2007 to September 22, 2008, this Employment Unit interviewed 36 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

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

On September 27, 2007 One of our KJJY morning host spoke with the fifth grade class at N.E. Elementary School in Des Moines Iowa concerning a careers in broadcasting. On March 26, 2008 one of our KJJY morning host met with the third and fourth grade classes at N.E. Elementary School in Des Moines to discuss broadcasting careers. In February, 2008, KWQW midday host spoke with the business class at Dowling High School in West Des Moines at Clark County High School in Osceola, Iowa about a potential career in broadcasting.

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

From March 24 - August 17, 2008 Students from Grandview College 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 term with us.

From May 19 - August 17, 2008 Two more students; one from Northwest Missouri State and Grandview College, also participated in the Intern program although their emphasis was on Promotions. They worked under the guidance of Citadel's Cluster Promotion Director. They were involved in all levels of radio promotion from conception to fulfillment and everything in between.

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, Program Director, and Graphic Artist.

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

KGGO aired public service announcements through March and April of 2008 publicizing five broadcasting scholarships 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 June 12, 2007 to September 22, 2007.

1) Employment Unit: Citadel Broadcasting Company – Des Moines

2) Unit Members (Stations and Communities of License): KGGO (FM), Des Moines, Iowa; KHKI (FM), Des Moines, Iowa; KBGG (AM), Des Moines, Iowa; KJTY (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: Sharon Beninato, Business Manager/HR Jack O'Brien, Operations Manager	E-mail Address: Sharon.beninato@citcomm.com jack.obrien@citcomm.com

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

* As of June 12, 2007, all radio stations licensed to Citadel, including KGGO(FM), KHKI(FM), KBGG(AM), KJTY(FM), and KWQW(FM), were subject to a transfer of control (as defined by the FCC) from the existing shareholders of Citadel Broadcasting Corporation to the shareholders of Walt Disney Co. and Citadel Broadcasting Corporation, pursuant to a transfer of control application filed on FCC Form 315. See *Citadel Broadcasting Company, Memorandum Opinion and Order and Notice of Apparent Liability*, FCC 07-41 (released April 4, 2007). The relevant FCC File Number of the transfer of control application for the stations in the Employment Unit is BTC-20060228ACC.

Job Title Recruitment Source Referring Hiree

Job Title	Recruitment Source Referring Hiree
1. Traffic Reporter/Announcer – KJTY	Internal Referral
2. Hispanic Announcer – KBGG	Industry Referral
3. Account Executive – All Stations	Des Moines Help Wanted
4. Account Executive – All Stations	Des Moines Help Wanted
5. Account Executive – All Stations	Des Moines Help Wanted

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

(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	Andy Elliott	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Radio & Records	RJ Curtis	rcurtis@radioandrecords.com	323-954-3444	2	No
Country Aircheck	Lon Helton	lon@countryaircheck.com	615-320-1450	1	No
All Access	Jim Asker	Jasker@allaccess.com		1	No
Citadel Radio Advertising	Andy Elliott	4143 109 th Street, Urbandale, IA 50322	515-331-9200	6	No

5) Job Title: Traffic Reporter / Announcer Referral Source(s) of Hire: 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)
		Jack O'Brien	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
Industry Referral		Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	No
ISU Career Management Services		iscms@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 Curtless	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	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 Fultano	Lucas State Office Bldg, Des Moines, IA 50319	515-242-6334	0	No
DMAACC-Des Moines/Urban Campus		Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No

5) Job Title: Hispanic Announcer Referral Source(s) of Hire: Industry Referral

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
Haykeye Community College	Ruben Carron	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 Ketsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Bearshear 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
Natl 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
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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
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Simpson College	Denice Ross Haynes	701 N. C St., Indiana, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
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William Penn University	Marsha Jordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

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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 Reiners	2006 S. Ankeny Blvd, Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Hill Fullano	Lucas State Office Bldg, Des Moines, IA 50319	515-242-6334	0	No
DMAACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No

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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
Grimmell 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 Retzell	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 Pelz	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
Natl 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, 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	1	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
Warburg College	Derek Solheim	100 Warburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha RJordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

(I) Name of Organization	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	8	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	Yes
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 Gimmel 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 Curtess	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	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 Fullano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMAACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No

5) Job Title: Account Executive Referral Source(s) of Hiree: Des Moines Help Wanted

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	Valerie 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-Emmettsburg	Diana Resell	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	Erin 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
NAFL 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	Dencie 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	1	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
Warburg College	Derek Solheim	100 Warburg 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	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Notified of Job Vacancy:	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	8	No
Citadel Des Moines Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	Yes
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	Cartie 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 Curtless	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	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	Hill Fullano	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 Cartton	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	515-242-5555	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	Erin Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Laventia 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
Natl 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	1	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
Warburg College	Derek Sotheim	100 Warburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha R Jordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

6) Total # of Interviewees Referred: For the period from June 12, 2007 to September 22, 2007, this Employment Unit interviewed 25 interviewees for full-time job vacancies (the same applicant pool of 12 interviewees was interviewed for the 3 Account Executive vacancies).

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participation in a Job Fair

On September 13, 2007, Citadel participated in the Greater Des Moines Partnership's Multicultural Reception and Mini Job Fair at the State Historical Building in Des Moines between 4:30pm and 6:00pm, working closely with the Diversity Development Director to help educate the Latino community on the nature of radio broadcasting work and employment opportunities in radio. The booth was staffed by the Local Sales Manager responsible for our Spanish speaking station, KBGG(AM).

(b) Initiative: Training to Management Level Personnel

On September 11, 2007, station managers attended a training session entitled "Discrimination in the Workplace: Don't Bring It On." This was conducted at the Citadel Managers Meeting. The session provided an overview of federal antidiscrimination laws and provided station-specific examples of the application of the antidiscrimination laws.

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

5) Job Title: Promotions/Marketing Director Referral Source(s) of Hire: Internal Referral

(i) Name of Organization	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Jack O'Brien	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Division on the Status of African-Americans- Dept. of human Rights	Kim Checks	Lucas Office Building, 321 E. 12 th Street, Des Moines, IA 50319	515-281-3274	0	Yes
ISU Career Management Services		isucms@iastate.edu	515-294-2540/2542	0	No
Industry Referral/Word of Mouth	N/A	N/A	N/A	2	No
AARP Foundation	Gay-Ellen Fisher	4601 SW 9 th Street Suite 1 Des Moines, IA 50315-3913 (scedesmoines@aol.com)	515-287-1555	0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Indian Council	Jennifer Hunt	215 William Parker Jr. Way-2 nd Floor Des Moines, IA 50309	515-281-9702	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
Black Broadcasters Alliance	Eddie Edwards Sr.	711 W. 40 th St., Suite 330, Baltimore, MD 21211	410-662-4536	0	No
Blackhawk College	Mary Jo Curtless	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
Buena Vista University	Carol Lytle	610 W. Fourth Street, Storm Lake, IA 50588	712-749-2440	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 Fullano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMAACC-Des Moines/Urban Campus	Mary K. Moore	1100 7th 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	2302 First St., Cedar Rapids, IA 50613	319-277-0220/112	0	No
Hamilton College - Des Moines	Lori Gelhaar	4655 121st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carron	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
IA Commission on the Status of Women	Charlote 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 Retzell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Bearshear 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	Ruben Arce	221 E. 4th St., Suite 111, Waterloo, IA 50703	319-287-6400	0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peliz	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
Minorities in Broadcasting Training Program	Patrice Williams	PO Box 39696, Los Angeles, CA 90039	818-240-3362	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	1134 9 th 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., Indiana, 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 Missouri	Joseph Johnston	909 Lowry Mill, Columbia, MO 65211-6060	573-882-6801	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	Helen Reynolds Hadorn	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
Warburg College	Derek Solheim	100 Warburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha R Jordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No

5) Job Title: Producer-KWQW

Referral Source(s) of Hiree: Internal Promotion

5) Job Title: Account Executive

Referral Source(s) of Hiree: Exigent Circumstances

Due to exigent circumstances, full recruitment was not conducted for this vacancy.

5) Job Title: 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 Email Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Radio Advertising	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	4	No
Citadel Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No

5) Job Title: 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 Email Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Radio Advertising	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	5	No
Des Moines Help Wanted	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Website Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No

5) Job Title: 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 Email Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Radio Advertising	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	3	No
Des Moines Help Wanted	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Web Site Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No

5) Job Title: Account Executive/Assistant Sales Manager

Referral Source(s) of Hire: 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 Email Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Radio Advertising	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	3	No
Des Moines Help Wanted	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Web Site Outreach	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
All Access	Doug Wood	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No

6) Total # of Interviewees Referred: For the period from September 23, 2005 to September 22, 2006, this Employment Unit interviewed 18 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 annual internship program designed to assist members of the community in acquiring skills needed for broadcast employment. In 2006, Citadel had two interns who completed four-month internships between May & September. The interns worked between fifteen and thirty hours per week and were supervised by Program Directors, the Director of Sales and the Promotions/Marketing Director.

The internship program is open to any college or junior college student who has an interest in broadcasting. Interns are involved in 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: 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 potential job candidates who might otherwise be unaware of such opportunities. On November 17, 2005, Citadel provided training and education to six students from William Penn University working directly with the Professor of Communications to give the students a better understanding of every facet available within the broadcasting field. These students spent two hours at Citadel and were educated in every department. These meetings were attended and hosted by the programming, production, traffic and sales departments.

(c) Initiative: Participated in Program Sponsored by Educational Institution

On November 28, 2005, Michael Hope, National Sales Manager spoke to a communications class at Drake University regarding programming and sales careers and how they interact with each other. He presented the class with information on job opportunities within the EU and how to reach their goals. He explained the internship program already in place established by Citadel and the benefits of hands on experience to determine the department best suited for each student or potential candidate.

(d) Initiative: Participated in Job Fairs

1 On February 22, 2006, Citadel participated in the Hamilton College Career Fair held at the college between 11am and 6pm to be able to speak with day and evening students. The Operations Manager and Director of Sales 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 and resumes on-site.

2 On September 13, 2006, Citadel participated in the Greater Des Moines Partnership's Multicultural Reception and Mini Job Fair at the Carver Center at Pioneer Hi-Bred International in Johnston between 4:30pm and 7:30pm working closely with the Diversity Development Director to help educate the Latino community on the nature of radio broadcasting work and employment opportunities in radio. The booth was staffed by the Operations Manager and Director of Sales.

(e) Initiative: Training to Management Level Personnel

1. On October 21, 2005 we held a meeting with the Company Compliance Director to discuss methods of ensuring equal employment opportunities and preventing discrimination. This educational meeting was attended by the Vice President/Market Manager, Business Manager/HR, Operations Manager, Director of Sales, National Sales Manager, Program Directors and Webmaster.

2. All management level employees of Citadel Broadcasting Company, including those in the Employment Unit, attended an employment discrimination training session conducted by Citadel's corporate HR Director. The training session addressed compliance with the Americans with Disabilities Act ("ADA"), recognizing factors that contribute to a hostile work environment and other means to prevent discrimination in the workplace. The training session was conducted during the Citadel Managers Meeting, which was held October 9-11, 2005.