

Powell Broadcasting Company



April 16, 2024

Enforcement Bureau
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554
ATTN: Elizabeth Goldin

Dear Ms. Goldin:

In response to your EEO Audit Letter dated March 22, 2024, please find attached the submission of Powell Broadcasting Company, LLC, licensee of KQNU-FM, ONAWA, IA Fac ID 3971.

If you have any questions or need any additional information, please do not hesitate to contact me.

Sincerely,

Dennis Bullock
General Manager
Powell Broadcasting Company, LLC

Attachment

2000 Indian Hills Dr.
Sioux City, Iowa 51104
(712) 239-2100 Phone
(712) 239-3346 FAX

Response of Powell Broadcasting Company, LLC to March 22, 2024 EEO Audit Letter

Powell Broadcasting Company, LLC (“Licensee”), the licensee of KQNU-FM, ONAWA, IA (Facility ID 3971) (“KQNU of the “Station”) hereby responds to the March 22, 2024 letter from Elizabeth E. Goldin, Assistant Chief, Investigation & Heritage Division, Enforcement Bureau, Federal Communications Commission. The March 22nd letter states that the station employment unit (“The Unit”) KQNU-FM, has been randomly selected for audit of its EEO program.

2. Audit Data Requested

(b) If the Unit employs five or more full-time employees, provide the following information:

(i) The Unit’s two most recent EEO Public File Reports (Oct. 1, 2022 – Sept. 30, 2023 and Oct. 1, 2021 – Sept. 30, 2022) are attached hereto.

(ii) The Unit includes the following stations:

KSUX (FM)
Winnebago, NE
Facility ID 21692
www.ksux.com

KKMA (FM)
Le Mars, IA
Facility ID 35055
www.classicrock995.com

KLEM (AM)
Le Mars, IA
Facility ID 32998
www.klem.com

KQNU (FM)
Onawa, IA
Facility ID 3971
www.q102siouxcity.com

KCSJ (AM)
Sioux City, IA
Facility ID 21691
www.kcsj.com

KKYY (FM)
Whiting, IA
Facility ID 63940
www.y1013fm.com

K245AM (KLEM FM Trans)
Le Mars, IA
Facility ID
www.klem1410.com

K235CA (KSCJ FM Trans)
Sioux City, IA
Facility ID
www.kscj.com

(iii) The Unit's full-time positions filled during the period covered by the EEO Public File Reports and date of hire, as well as dated copies of all advertisements, bulletins, letters, faxes, emails, or other communications announcing the position.

For the period of Oct. 1, 2022 – Sept. 30, 2023 and Oct. 1, 2021 – Sept. 30, 2022, only one full-time position came open and was filled.

Job Title: Traffic Director
Hire Date: Feb. 20, 2023

Dated copies of all advertisements, bulletins, letters and other communications announcing the position filled are attached hereto.

(iv) Total number of interviewees for the vacancy and the referral source for each interviewee is listed in the attached NEW JOB VACANCY information.

(v) Dated documentation of recruitment initiatives for the periods of Oct. 1, 2022 – Sept. 30, 2023 and Oct. 1, 2021 – Sept. 30, 2022 are detailed in the attached EEO Public File Reports. This documentation contains the Date of Participation, Participating Employees, Host/Sponsor of the Activity and a description of the activity and station participation.

Total number of full-time employees in the Unit: 29
Market Population: Less than 250,000

(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s).

No Pending or resolved complaints involving the Unit were filed during the Unit's current license term before anybody having competent jurisdiction under federal, state, territorial, or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.

(vii) Description of the responsibilities of each level of management responsible for implementing EEO policies.

All station management are held accountable to ensure that they adhere to the FCC's EEO rules and policies as well as all nondiscrimination laws.

- It's the Unit's responsibility to ensure that EEO policies are communicated effectively to all employees. Equal Employment Opportunity policies are available to employees in the employee handbook and new employees are required to review and sign acknowledging receipt upon hire.
- EEOC informational posters are displayed in areas regularly frequented by employees.
- Management consistently promotes awareness of the Unit's commitment to Equal Employment Opportunities.
- Management personnel are required to stay up to date with EEO laws and regulations to ensure compliance.
- Unit management is responsible for creating an environment that values and respects individual differences.
- The Unit's EEO policies are regularly assessed for effectiveness and are consistently monitored and evaluated for efficacy.

(viii) Describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

In our efforts to analyze the Unit's EEO recruitment program to ensure that it is effective and to address issues found because of such analysis, the Unit participates in the Iowa Broadcasters Association mock FCC inspection program. The IBA hires a contract inspector to perform these inspections and the Unit pays the association for this service.

On February 26th, 2024, the latest mock inspection was performed by Mr. Craig Bomgaars. He performed a thorough inspection of Powell Broadcastings Public File, which included the EEO file. He reported that he was impressed with the contents and orderliness of our file and found no issues in his analysis.

Additionally, the Unit's Master Recruitment Source List is periodically reviewed to ensure all contact information is correct. The Unit actively seeks diverse candidates through various channels, including job fairs, community outreach, and other strategies to attract a broad range of applicants. Job advertisements are inclusive and do not contain language that may discourage individuals from diverse backgrounds from applying. The Unit ensures compliance with all relevant state and federal laws and regulations related to equal employment opportunity.

(ix) Describe the Unit's efforts to periodically analyze its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and test to ensure that they provide equal opportunity and do not have a discriminatory effect.

The Unit regularly analyzes the measures taken to examine pay, benefits, seniority practices, and selection techniques to ensure we are providing equal opportunity and that promotions, as well as new hires, are always made in a nondiscriminatory manner.

Powell Broadcasting includes our Equal Employment Opportunity policy in our employee handbook that is disseminated to all employees which is reviewed annually. All job openings and recruitment measures proclaim that we are an Equal Opportunity Employer.

All full-time employees are offered the same benefits program, and this benefit package is reviewed annually. The Unit follows any changes with state and/or federal labor laws and regulations concerning pay and benefits.

(x) This licensee is not a religious broadcaster.

3. Time Brokerage

The Unit is not party to any time brokerage agreements.

I hereby certify that the information and statements herein are true, complete and correct to the best of my knowledge and belief and are made in good faith.



Dennis Bullock
General Manager
Powell Broadcasting Company, LLC

2023 EEO PUBLIC FILE REPORT
For October 1, 2022 to September 30, 2023

The purpose of this EEO Public File Report (“**Report**”) is to comply with Subsection (c)(6) of the FCC’s EEO rule set forth in 47 CFR Section 73.2080 (the “**FCC’s EEO Rule**”). This Report has been prepared on behalf of the Station Employment Unit (“**SEU**”) which is comprised of the following radio stations (the “**Stations**”):

KKMA, licensed to Le Mars, IA;	Facility Id #35055
KLEM, licensed to Le Mars, IA;	Facility Id #32998
KSCJ, licensed to Sioux City, IA;	Facility Id #21691
KKYY, licensed to Whiting, IA;	Facility Id #63940
KQNU, licensed to Onawa, IA;	Facility Id #3971
KSUX, licensed to Winnebago, NE.	Facility Id #21692

Powell Broadcasting Company, L.L.C. (“**Powell Broadcasting**”) is the licensee of FM radio station KKMA, AM radio station KLEM, FM radio station KKYY and FM radio station KQNU. KSUX/KSCJ Radio Broadcasting Company, L.L.C. (“**KSUX/KSCJ RBC**”) is the licensee of FM radio station KSUX and AM radio station KSCJ. KSUX/KSCJ RBC is a wholly-owned subsidiary of Powell Broadcasting. The Stations operate in the same market and share one or more employees.

The information contained in this Report covers the time period beginning on October 1, 2022 and ending on September 30, 2023 (the “**Reporting Period**”).

The FCC’s EEO Rule requires this Report to contain the following information:

1. A list of all full-time vacancies filled by the SEU at the Stations during the Reporting Period;
2. For each such vacancy, the recruitment sources used to fill the vacancy identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy filled during the Reporting Period;
4. Data reflecting the total number of people interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source used in connection with those vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Subsection (c)(2) of the FCC’s EEO Rule during the Reporting Period.

Sections I, II and III which follow provide that required information. A number listed in Section II under the column entitled “Full-Time Positions for which RS was Used in Reporting Period” refers to the full-time job listed by that number in Section I.

For purposes of this Report, a vacancy was deemed “filled” when the hiree accepted the job offer, rather than when the offer was extended.

Section I: Vacancy Information
For October 1, 2022 to September 30, 2023

Full-time Positions filled during the Reporting Period by Job Title, Recruitment Source ("RS") of Hiree:

Job Title	RS Used to Fill Vacancy	RS of Hiree
Traffic Director	1-12, 19-45	45

Total Number of Persons Interviewed for Full-Time Positions – 22

Total Number of Persons Hired for Full-Time Positions - 1

Section II: Master Recruitment Source List
For October 1, 2022 to September 30, 2023

	Recruitment Sources (by name, address, contact person, full mailing address and telephone number)	Total Number of Interviewees Referred by RS in Reporting Period (if any)	Full-Time Positions for which RS was Used in Reporting Period (if any)
1	KKMA ON AIR 99.5 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	1	1
2	KSUX ON AIR 105.7 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	3	1
3	KSCJ ON AIR 1360 AM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	1
4	KLEM ON AIR 1410 AM, Dennis Bullock, 37 2nd Ave. NE, Le Mars, Iowa, 51031, 712-546-4121	0	1
5	KKYY ON AIR 101.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	1
6	KQNU ON AIR 102.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	2	1
7	KKMA Website, www.classicrock995.com	0	1
8	KSUX Website, www.ksux.com	2	1
9	KSCJ Website, www.kscj.com	0	1
10	KLEM Website, www.klem1410.com	0	1
11	KKYY Website, www.y1013.com	0	1
12	KQNU Website, www.q102siouxcity.com	2	1
13	IBA, Web site, www.iowabroadcaster.com	0	0

14	All Access , Website, www.allaccess.com	0	0
15	RAB Website, www.rab.com	0	0
16	Inside Radio, Gene, Emailads@inside-radio.com , 800-640-8852	0	0
17	NAB Website, www.nab.org	0	0
18	Radio World Magazine , email ads www.sbe.org	0	0
19	Job Training Partners, Marcia Pauling, 4647 Stone Avenue, Sioux City, Iowa 51102 , (712-274-8733 ext. 1249)	0	1
20	American Indian Council, Scott Barta, 2508 4th Street , Sioux City, Iowa 51101 (712-277-8458)	0	1
21	Sanford Center, <u>Mr. Boykin</u> , 1700 Geneva Street, Sioux City, Iowa 51103 (712-252-0581) prefers paper mail	0	1
22	Native Family Resource Center, Edith Cassidy, 804 West 7th Street, Sioux City, Iowa 51103 (712-252-5905)	0	1
23	La Casa Latina, Christy Nicolaisen, 206 6th Street, Sioux City, Iowa 51101 (712-252-4259)	0	1
24	Siouxland Professional Women's Network, Pam Hoadley, PO Box 1656, Sioux City, Iowa 51105 (712-271-1876)	0	1
25	Carreer Services for Minorities, Morningside College, 1501 Morningside Avenue, Sioux City , Iowa 51106 (712-274-5000) Att: Stacie Hays email preferred: hays@morningside.com	0	1
26	Indian Youth of America, Pat Gordon 623 Jackson, Sioux City, Iowa 51101 (712-252-3230) paper mail preferred.	0	1
27	Women Aware of Siouxland, <u>Katie Colling</u> , 520 Nebraska Street, Sioux City, Iowa 51101 (712-258-4174) email preferred: womenaware@siouxlan.net	0	1
28	Mary Treglia Community House, Wes Bell, 900 Jennings Street, Sioux City, Iowa 51105 (712-258-5137) either email at wes@marytreglia.org or paper mail	0	1
29	American Association of University Women, Sioux City Branch, Pam Hoadley, 4705 Old Lakeport Road, Sioux City, Iowa 51106 (712-271-1876) email headly@morningside.edu	0	1
30	Carreer Development Center, Briar Cliff University, 3303 Rebecca Street, Sioux City, Iowa 51104 (712-279-5200) Att: Joshua Cobbs email preferred: joshua.cobbs@briarcliff.edu	0	1
31	Siouxland Family Center, 1401 Pine Street, PO Box 484, Dakota City, Ne 68731 (402-494-3259) Att: Minorities Job Placement Director	0	1
32	NAACP, <u>Flora Lee</u> , PO Box 82, Sioux City, Iowa 51101. paper mail preferred.	0	1
33	Briar Cliff University, Attn: Beau 3303 Rebecca Street, Sioux City, Iowa 51104 (800-662-3303)	0	1
34	Buena Vista University, 610 West 4th Str, Storm Lake, Iowa 50588 (800-383-9600) Att: Megan paper mail preferred.	0	1
35	Morninside College, Job Placement, Stacie Hays, 1501 Morninside Av, Sioux City, Iowa, 51106 (800-831-0806)	0	1
36	Wayne State College, Career Services, ATTN: Jason Barelman 1111 Main Street, Wayne, Ne. 68787 (800-228-9972) email preferred jbarel1@wsc.edu	0	1
37	Northwest Iowa Comm. College, ATTN: Pamela Lien, Community Relations 603 West Park Street, Sheldon, Iowa 51201 (712-324-5061) jobs@nwicc.edu	0	1

38	Little Priest Tribal College, Minorities Job Placement Dir., ATTN: Bobbi Jo Lindholm 601 East College Drive, po Box 270, Winnebago, Ne. 68071 (402-878-2380) paper mail preferred .	0	1
39	Nebraska Indian Community College, ATTN: Paul Fowler P.O. Box 428 Macy, NE 68039 (402.837.5078) email preferred pfowler@thenicc.edu	0	1
40	Western Iowa Tech Community College, 4647 Stone Avenue Sioux City, Iowa 51106, 712 274-6401 post jobs on website at www.meetyournewcareer.com go to employer svcs, click & submit.	3	1
41	Western Iowa Tech Corporate and College Learning Center, Paulette Lewis, 940 Lincoln Street S.W., Le Mars, Iowa 51031 (712-546-7338)	0	1
42	Whiting Public Library Community Job Posting Board, ATTN: Meg Polly 407 Whittier Street, Po Box 288, Whiting, Iowa 51063 712-455-2612 paper mail preferred	0	1
43	Onawa Employment %Onawa Chamber of Commerce, ATTN: Jen Collison 707 Iowa Avenue, Onawa, Iowa 51040 712-423-1801 email preferred chamber@onawa.com	0	1
44	Word of Mouth	4	1
45	OTHER	5	

Section III: Recruitment Initiatives

For October 1, 2022 to September 30, 2023

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the SEU during the Reporting Period:

1. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10 – 1 OF 8)

Date of Station Participation: 10/05/22

Participating Employees: General Manager: Dennis Bullock

Host/Sponsor of Activity: Morningside University

Brief Description of Activity and Station Participation:

*SPOKE AT MEDIA MANAGEMENT CLASS.

*SPOKE ON MANAGING SEVERAL STATIONS, DIFFERENT TYPES OF PEOPLE TO MANAGE, UNDERSTANDING FINANCIALS, HR AND INTERVIEWING FOR JOBS IN BROADCASTING.

7 total in attendance / 5 Female 2 MaleS / 1 Minority

2. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10 – 2 OF 8)

Date of Station Participation: 1/06/23

Participating Employee: Operations Manager Tony Michaels

Host/Sponsor of Activity: Western Iowa Tech Community College

Brief Description of Activity and Station Participation:

WITCC Career Services Center Scheduled Program Specific Career Fairs. This included Mass Communications as a specific category. This provided opportunities for both College Students and visiting High School students to participate and make connections with employers. Each booth allowed for one on one interaction between the Employer and the student to ask and answer questions specific to their fields of study and to the work environment and job opportunities with in Mass Communications.

47 total in attendance / 22 Minorities.

3. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10 – 3 OF 8)

Date of Station Participation: 3/23/23

Participating Employee: News Director – Woody Gottburg

Host/Sponsor of Activity: Western Iowa Tech Community College

Brief Description of Activity and Station Participation:

Mike Jones of Western Iowa Tech's Mass Comm Department brought a tour of 9 students to our studios. Woody spoke on various aspects of radio broadcasting, news reporting and engineering. Woody conducted a tour and question / answer session on broadcasting and jobs/careers available.

9 total in attendance / 4 Minorities

4. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10 – 4 OF 8)

Date of Station Participation: 4/01/23

Participating Employee: Operations Manager Tony Michaels

Host/Sponsor of Activity: Storm Lake High School

Brief Description of Activity and Station Participation:

Students from Storm Lake High School came to the studios for a tour and to sit down and talk about the broadcast industry and jobs associated with radio in particular..

8 total in attendance / 8 Minorities

5. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10 – 5 OF 8)

Date of Station Participation: 4/12/23

Participating Employee: Operations Manager Tony Michaels

Host/Sponsor of Activity: Dakota Valley High School

Brief Description of Activity and Station Participation:

Students from Dakota Valley High School came to the studios for a tour and to sit down and talk about the broadcast industry and jobs associated with radio in particular..

14 students & 3 admin. total in attendance / 1 Minorities

6. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10 – 6 OF 8)

Date of Station Participation: 4/20/23

Participating Employee: Program/Sports Director: Justin Barker

Host/Sponsor of Activity: Briar Cliff University

Brief Description of Activity and Station Participation:

Justin spoke to the Marketing Class at Briar Cliff University regarding Sales and Marketing Jobs in broadcasting, specifically in radio. He invited class discussions and questions at the end of the session. 12 students total in attendance / 7 Males / 5 Females

7. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10 – 7 OF 8)

Date of Station Participation: 4/25/23

Participating Employee: Operations Manager Tony Michaels

Host/Sponsor of Activity: Sioux City East Middle School

Brief Description of Activity and Station Participation:

Tony went to East Middle School in Sioux city and spoke to their 6th and 7th grade Career Class about jobs available in the broadcast industry and jobs associated with radio in particular.. 30 students total in attendance / 16 males / 14 females / 8 Minorities

8. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10 – 8 OF 8)

Date of Station Participation: 4/26/23

Participating Employee: Program/Sports Director: Justin Barker

Host/Sponsor of Activity: Briar Cliff University

Brief Description of Activity and Station Participation:

Students from Briar Cliff University came to the studios for a tour and to sit down and talk about the broadcast industry and jobs associated with radio in particular.. 16 students total in attendance / 12 Males / 4 Females

9. Activity: Participated in at least four job fairs by station personnel who have substantial responsibilities for hiring decisions. (#1 – 1 OF 4)

Date of Station Participation: 10/12/22

Participating Employee: Director of Sales: Dave Grosenheider

Host/Sponsor of Activity: Western Iowa Tech Community College

Brief Description of Activity and Station Participation:

Powell Broadcasting attended the WITCC Career Fair on the Western Iowa Tech Campus. Hours were from 10 a.m. – 1 p.m. Director of Sales, Dave Grosenheider manned the booth. An estimated 300 attended the event, most were 17-24 years old, evenly distributed between male and female. Approximately 85% Caucasian, 7% Hispanic, 6% African American, and 2% Asian.

10. Activity: Participated in at least four job fairs by station personnel who have substantial responsibilities for hiring decisions. (#1 – 2 OF 4)

Date of Station Participation: 10/21/22

Participating Employee: Station Engineer & Morning Show Host: Zach Carson

Host/Sponsor of Activity: Sioux City Vocational Educational Center

Brief Description of Activity and Station Participation:

Powell Broadcasting attended the High School Collective Fall Career Fair. 5 High Schools were represented bringing a total or more than 100 High School students to do question and answer sessions as well as Mock Interviews.

11. Activity: Participated in at least four job fairs by station personnel who have substantial responsibilities for hiring decisions. (#1 – 3 OF 4)

Date of Station Participation: 9/21/23

Participating Employee: Program/Sports Director: Justin Barker

Host/Sponsor of Activity: Briar Cliff University

Brief Description of Activity and Station Participation:

Powell Broadcasting attended the Broadcast Career Fair at Briar Cliff University on their Campus. Hours were from 11 a.m. – 1 p.m. There were a total of 9 Students who engaged fully with Justin regarding career opportunities in Broadcasting. 1 male / 8 Females.

12. Activity: Participated in at least four job fairs by station personnel who have substantial responsibilities for hiring decisions. (#1 – 4 OF 4)

Date of Station Participation: 2/13-2/17/23

Participating Employee: This was a Virtual Career Fair.

Host/Sponsor of Activity: The Iowa Broadcasters Association Hosted this IBA Careers in Broadcasting Virtual Career Fair.

Brief Description of Activity and Station Participation:

Powell Broadcasting participated in the new feature on the IBA website that was to assist member stations, like ourselves, in identifying ideal job candidates. We posted two Job openings to this Virtual Career Fair that were then posted for us on the national broadcast jobs board. We posted a Job opening for a Sales Person/Marketing Specialist, and also a posting for announcers/board ops.

This was a new avenue for our employment outreach program. This Virtual Job Fair served as an additional outreach effort to educate the public about careers in broadcasting, in general, as well as to highlight positions available at our specific stations.

MASTER RECRUITMENT SOURCE (RS) LIST

Position you are hiring for: _____ Date: _____

Managers name: _____

RS NUMBER	RS INFORMATION (source name, contact person, full mailing address, telephone #)	Enter the date the spots run, or the date you posted it, or the date you mailed the notice out.	
1	KKMA ON AIR 99.5 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	11/28-2/12/23	
2	KSUX ON AIR 105.7 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100		
3	KSCJ ON AIR 1360 AM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100		
4	KLEM ON AIR 1410 AM, Dennis Bullock, 37 2nd ave. NE, Le Mars, Iowa, 51031, 712-546-4121	XXXXXXXXXX	
5	KKYY ON AIR 101.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100		
6	KQNU ON AIR 102.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100		
7	KKMA Website, www.classrock995.com	I 3 yes	
8	KSUX Website, www.ksux.com		
9	KSCJ Website, www.kscj.com		
10	KLEM Website, www.klem1410.com		
11	KKYY Website, www.y1013fm.com		
12	KQNU Website, www.q102siouxcity.com		
13	IBA, Web site, www.iowabroadcaster.com		
14	All Access , Website, www.allaccess.com		
15	RAB Website, www.rab.com		
16	Inside Radio, Gene, Emailads@inside radio.com, 800-640-8852		
17	NAB Website, www.nab.org		
18	Radio World Magazine , email ads www.sbe.org		
19	Job Training Partners, Marcia Pauling, 4647 Stone Avenue, Sioux City, Iowa 51102 , (712-274-8733 ex 1249)		1/26/23
20	American Indian Council, Scott Barta, 2508 4th Street , Sioux City, Iowa 51101 (712-277-8458)		
21	Sanford Center, Fitz Grant, 1700 Geneva Street, Sioux City, Iowa 51103 (712-252-0581) prefers paper mail		
22	Native Family Resource Center, Edith Cassidy, 804 West 7th Street, Sioux City, Iowa 51103 (712-252-5905)		
23	La Casa Latina, Christy Nicolaisen 206 6th Street, Sioux City, Iowa 51101 (712-252-4259)		
24	Siouxland Professional Womens Network, Box 1656, Sioux City, Iowa 51105		
25	Carreer Services for Minorities, Morningside College, 1501 Morningside Avenue, Sioux City , Iowa 51106 (712-274-5000) Att: Stacie Hays email preferred: hays@morningside.com		
26	Indian Youth of America, Pat Gordon 623 Jackson, Sioux City, Iowa 51101 (712-252-3230) paper mail preferred.		
27	Women Aware of Siouxland, Christine Bornholtz, 505 5th St. Suite 422, Sioux City, Iowa 51101 (712-258-4174) email preferred: womenaware@siouxlan.net		

28	Mary Treglia Community House, Wes Bell, 900 Jennings Street, Sioux City, Iowa 51105 (712-258-5137) either email at wes@marytreglia.org or paper mail		
29	American Association of University Women, Sioux City Branch, Pam Hoadley, 4705 Old Lakeport Road, Sioux City, Iowa 51106 (712-271-1876) email headly@morningside.edu		
30	Carreer Development Center, Briar Cliff University, 3303 Rebecca Street, Sioux City, Iowa 51104 (712-279-5200) Attn: Nicole Peschong, email preferred: nicole.peschong@briarcliff.edu		
31	Siouxland Family Center, 1401 Pine Street, PO Box 484, Dakota City, Ne 68731 (402-494-3259) Attn: Minorities Job Placement Director		
32	NAACP, Ike Rayford, PO Box 82, Sioux City, Iowa 51101. paper mail preferred.		
33	Briar Cliff University, Attn: Beau, Dir. Of Human Resources, 3303 Rebecca Street, Sioux City, Iowa 51104 (800-662-3303)		
34	Buena Vista University, 610 West 4th Str, Storm Lake, Iowa 50588 (800-383-9600) Attn: Megan paper mail preferred.		
35	Morninside College, Job Placement, 1501 Morninside Av, Sioux City, Iowa, 51106 (800-831-0806)		
36	Wayne State College, Career Services, ATTN: Jason Barelman 1111 Main Street, Wayne, Ne. 68787 (800-228-9972) email preferred jbarel1@wsc.edu		
37	Northwest Iowa Comm. College, ATTN: Pamela Lien, Community Relations 603 West Park Street, Sheldon, Iowa 51201 (712-324-5061) jobs@nwicc.edu		
38	Little Priest Tribal College, Minorities Job Placement Dir., ATTN: Bobbi Jo Lindholm 601 East College Drive, po Box 270, Winnebago, Ne. 68071 (402-878-2380) paper mail preferred.		
39	Nebraska Indian Community College, ATTN: Paul Fowler P.O. Box 428 Macy, NE 68039 (402.837.5078) email preferred pfowler@thenicc.edu		
40	Western Iowa Tech Community College, 4647 Stone Avenue Sioux City, Iowa 51106, 712 274-6401 post jobs on website at www.meetyournewcareer.com go to employer svcs, click & submit.		
41	Western Iowa Tech Corporate and College Learning Center, 940 Lincoln Street S.W., Le Mars, Iowa 51031 712-546-7338		
42	Whiting Public Library Community Job Posting Board, ATTN: Meg Polly 407 Whittier Street, Po Box 288, Whiting, Iowa 51063 712-455-2612 paper mail preferred		
43	Onawa Employment %Onawa Chamber of Commerce, ATTN: Jen Collison 707 Iowa Avenue, Onawa, Iowa 51040 712-423-1801 email preferred chamber@onawa.com		
44	Word of Mouth		

2022 EEO PUBLIC FILE REPORT

For October 1, 2021 to September 30, 2022

The purpose of this EEO Public File Report (“**Report**”) is to comply with Subsection (c)(6) of the FCC’s EEO rule set forth in 47 CFR Section 73.2080 (the “**FCC’s EEO Rule**”). This Report has been prepared on behalf of the Station Employment Unit (“**SEU**”) which is comprised of the following radio stations (the “**Stations**”):

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KKYY, licensed to Whiting, IA;	Facility Id #63940
KQNU, licensed to Onawa, IA;	Facility Id #3971
KSUX, licensed to Winnebago, NE.	Facility Id #21692

Powell Broadcasting Company, L.L.C. (“**Powell Broadcasting**”) is the licensee of FM radio station KKMA, AM radio station KLEM, FM radio station KKYY and FM radio station KQNU. KSUX/KSCJ Radio Broadcasting Company, L.L.C. (“**KSUX/KSCJ RBC**”) is the licensee of FM radio station KSUX and AM radio station KSCJ. KSUX/KSCJ RBC is a wholly-owned subsidiary of Powell Broadcasting. The Stations operate in the same market and share one or more employees.

The information contained in this Report covers the time period beginning on October 1, 2021 and ending on September 30, 2022 (the “**Reporting Period**”).

The FCC’s EEO Rule requires this Report to contain the following information:

1. A list of all full-time vacancies filled by the SEU at the Stations during the Reporting Period;
2. For each such vacancy, the recruitment sources used to fill the vacancy identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy filled during the Reporting Period;
4. Data reflecting the total number of people interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source used in connection with those vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Subsection (c)(2) of the FCC’s EEO Rule during the Reporting Period.

Sections I, II and III which follow provide that required information. A number listed in Section II under the column entitled “Full-Time Positions for which RS was Used in Reporting Period” refers to the full-time job listed by that number in Section 1.

For purposes of this Report, a vacancy was deemed “filled” when the hiree accepted the job offer, rather than when the offer was extended.

Section I: Vacancy Information

For October 1, 2021 to September 30, 2022

Full-time Positions filled during the Reporting Period by Job Title, Recruitment Source (“RS”) of Hiree:

Job Title	RS Used to Fill Vacancy	RS of Hiree
We had NO new hires for this period.	0	0

Total Number of Persons Interviewed for Full-Time Positions – 0

Total Number of Persons Hired for Full-Time Positions - 0

Section II: Master Recruitment Source List

For October 1, 2021 to September 30, 2022

	Recruitment Sources (by name, address, contact person, full mailing address and telephone number)	Total Number of Interviewees Referred by RS in Reporting Period (if any)	Full-Time Positions for which RS was Used in Reporting Period (if any)
1	KKMA ON AIR 99.5 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
2	KSUX ON AIR 105.7 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
3	KSCJ ON AIR 1360 AM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
4	KLEM ON AIR 1410 AM, Dennis Bullock, 37 2nd Ave. NE, Le Mars, Iowa, 51031, 712-546-4121	0	0
5	KKYY ON AIR 101.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
6	KQNU ON AIR 102.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
7	KKMA Website, www.classicrock995.com	0	0
8	KSUX Website, www.ksux.com	0	0
9	KSCJ Website, www.kscj.com	0	0
10	KLEM Website, www.klem1410.com	0	0
11	KKYY Website, www.y1013.com	0	0
12	KQNU Website, www.q102sioux-city.com	0	0
13	IBA, Web site, www.iowabroadcaster.com	0	0

14	All Access , Website, www.allaccess.com	0	0
15	RAB Website, www.rab.com	0	0
16	Inside Radio, Gene, Emailads@inside-radio.com , 800-640-8852	0	0
17	NAB Website, www.nab.org	0	0
18	Radio World Magazine , email ads www.sbe.org	0	0
19	Job Training Partners, Marcia Pauling, 4647 Stone Avenue, Sioux City, Iowa 51102 , (712-274-8733 ext. 1249)	0	0
20	American Indian Council, Scott Barta, 2508 4th Street , Sioux City, Iowa 51101 (712-277-8458)	0	0
21	Sanford Center, Mr. Boykin, 1700 Geneva Street, Sioux City, Iowa 51103 (712-252-0581) prefers paper mail	0	0
22	Native Family Resource Center, Edith Cassidy, 804 West 7th Street, Sioux City, Iowa 51103 (712-252-5905)	0	0
23	La Casa Latina, Christy Nicolaisen, 206 6th Street, Sioux City, Iowa 51101 (712-252-4259)	0	0
24	Siouxland Professional Women's Network, Pam Hoadley, PO Box 1656, Sioux City, Iowa 51105 (712-271-1876)	0	0
25	Carreer Services for Minorities, Morningside College, 1501 Morningside Avenue, Sioux City , Iowa 51106 (712-274-5000) Att: Stacie Hays email preferred: hays@morningside.com	0	0
26	Indian Youth of America, Pat Gordon 623 Jackson, Sioux City, Iowa 51101 (712-252-3230) paper mail preferred.	0	0
27	Women Aware of Siouxland, Katie Colling, 520 Nebraska Street, Sioux City, Iowa 51101 (712-258-4174) email preferred: womenaware@siouxian.net	0	0
28	Mary Treglia Community House, Wes Bell, 900 Jennings Street, Sioux City, Iowa 51105 (712-258-5137) either email at wes@marytreglia.org or paper mail	0	0
29	American Association of University Women, Sioux City Branch, Pam Hoadley, 4705 Old Lakeport Road, Sioux City, Iowa 51106 (712-271-1876) email headly@morningside.edu	0	0
30	Carreer Development Center, Briar Cliff University, 3303 Rebecca Street, Sioux City, Iowa 51104 (712-279-5200) Att: Joshua Cobbs email preferred: joshua.cobbs@briarcliff.edu	0	0
31	Siouxland Family Center, 1401 Pine Street, PO Box 484, Dakota City, Ne 68731 (402-494-3259) Att: Minorities Job Placement Director	0	0
32	NAACP, Flora Lee, PO Box 82, Sioux City, Iowa 51101. paper mail preferred.	0	0
33	Briar Cliff University, Attn: Beau 3303 Rebecca Street, Sioux City, Iowa 51104 (800-662-3303)	0	0
34	Buena Vista University, 610 West 4th Str, Storm Lake, Iowa 50588 (800-383-9600) Att: Megan paper mail preferred.	0	0
35	Morninside College, Job Placement, Stacie Hays, 1501 Morninside Av, Sioux City, Iowa, 51106 (800-831-0806)	0	0
36	Wayne State College, Career Services, ATTN: Jason Barelman 1111 Main Street, Wayne, Ne. 68787 (800-228-9972) email preferred jbarel1@wsc.edu	0	0
37	Northwest Iowa Comm. College, ATTN: Pamela Lien, Community Relations 603 West Park Street, Sheldon, Iowa 51201 (712-324-5061) jobs@nwiicc.edu	0	0

38	Little Priest Tribal College, Minorities Job Placement Dir., ATTN: Bobbi Jo Lindholm 601 East College Drive, po Box 270, Winnebago, Ne. 68071 (402-878-2380) paper mail preferred.	0	0
39	Nebraska Indian Community College, ATTN: Paul Fowler P.O. Box 428 Macy, NE 68039 (402.837.5078) email preferred pfowler@thenicc.edu	0	0
40	Western Iowa Tech Community College, 4647 Stone Avenue Sioux City, Iowa 51106, 712 274-6401 post jobs on website at www.meetyournewcareer.com go to employer svcs, click & submit.	0	0
41	Western Iowa Tech Corporate and College Learning Center, Paulette Lewis, 940 Lincoln Street S.W., Le Mars, Iowa 51031 (712-546-7338)	0	0
42	Whiting Public Library Community Job Posting Board, ATTN: Meg Polly 407 Whittier Street, Po Box 288, Whiting, Iowa 51063 712-455-2612 paper mail preferred	0	0
43	Onawa Employment %Onawa Chamber of Commerce, ATTN: Jen Collison 707 Iowa Avenue, Onawa, Iowa 51040 712-423-1801 email preferred chamber@onawa.com	0	0
44	Word of Mouth	0	0

Section III: Recruitment Initiatives
For October 1, 2021 to September 30, 2022

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the SEU during the Reporting Period:

1. Activity: Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. (#14)

Date of Station Participation: July 12, 2022

Participating Employees: Director of Sales Dave Grosenheider, Business Manager Candice Nash, Operations Manager Tony Michaels (General Manager Dennis Bullock reviewed the slides and printed material at a later date.

Host/Sponsor of Activity: Elizabeth Spainhour and Patrick Cross of the Brooks Pierce law firm led this hour long webinar.

Brief Description of Activity and Station Participation:

This webinar was hosted by IBA attorneys who led the webinar to refresh on FCC's EEO rules and how to stay up to date on the latest EEO developments. Topics included:

*Background an update on the current EEO regulatory environment including developments around EEO Form 395B.

*The FCC's general and specific EEO requirements.

*Recordkeeping and reporting.

*Practical considerations related to EEO programs.

(Powell Broadcastings Key Personnel took part in this webinar.)

2. Activity: Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10)

Date of Station Participation: 10/22/21

Participating Employees: Account Executive Baily Sitzman & Morning Show Host/Assistant Engineer Zac Carson

Host/Sponsor of Activity: Woodbury Central High School

Brief Description of Activity and Station Participation:

*Career Exploration Day open to all area Juniors and Seniors.

*Hands on Activities and Demonstrations.

*Chance for High School Juniors and Seniors to connect with area employers, ask questions, and become familiar with Job Opportunities in different fields.

37 total in attendance / 20 Female 17 Male / 15 Minorities

3. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10)

Date of Station Participation: 10/27/21

Participating Employee: Operations Manager Tony Michaels

Host/Sponsor of Activity: Western Iowa Tech Community College

Brief Description of Activity and Station Participation:

WITCC Career Services Center Scheduled Program Specific Career Fairs. This included Mass Communications as a specific category. This provided opportunities for both College Students and visiting High School students to participate and make connections with employers. Each booth allowed for one on one interaction between the Employer and the student to ask and answer questions specific to their fields of study and to the work environment and job opportunities with in Mass Communications.

4. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10)

Date of Station Participation: 4/26/22

Participating Employee: Operations Manager Tony Michaels

Host/Sponsor of Activity: West High School Sioux City, Iowa

Brief Description of Activity and Station Participation:

High School Career Fair from 8am to 11:30am on April 26th, 2022 at the West High School Gymnasium open to their Juniors and Seniors with an estimated participation of 400 students. This was a great opportunity to educate these students on the career opportunities with in the Broadcasting field.

5. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10)

Date of Station Participation: 4/7/21

Participating Employee: Program Director/Sports Director/Promotions Director Justin Barker

Host/Sponsor of Activity: Western Iowa Tech Community College

Brief Description of Activity and Station Participation:

WITCC Career Services Center Scheduled SPRING Career Fair. This included Mass Communications as a specific category. This Spring Career Fair gave Western Iowa Tech Community College students an opportunity to make connections for Industry information, internships and/or for after graduation employment. Around 60 WITCC students participate from 10am- 1pm on April 7,2022.

Part B Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?

Yes [] No []

Date posted: _____

Attach a copy of notice posted. (must attach copy if any)

2. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?

Yes [] No []

Name of Third Party: _____

Date sent: _____

Attach proof of sending to third party.

Attach copy of third party's proof of distribution.

3. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies of such notices (Form B-2)?

Yes [] No []

Date sent: _____

Attach a copy of the current list of such organizations.

Attach proof of sending to such organizations.

4. Was a copy of the job notice posted on the station(s) website or on any other websites?

Yes [] No []

Dates posted: _____

Attach copies of notices posted _____ and identify websites by URL's

5. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?

Yes [] No []

Complete the following information for each additional source utilized for advertising the vacancy. Attach copies of newspaper advertisements and scripts of radio/television advertisements. Attach proof of publication.

a) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

b) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

c) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

d) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

e) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

f) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

g) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

RECORDKEEPING FORM B-3
Pillsbury Winthrop Shaw Pittman LLP
October 2008

1

For Internal Station Use

This Form Should Be Used to Create a Job Vacancy Folder

For Each Vacancy At the Station(s)

Use This Information In Completing Appendices 1 and 2 of the EEO Public File Report

NEW JOB VACANCY

Part A

I. General Information

Job Title: Traffic Director

Station: Powell Broadcasting KSCJ,KSUX,KKMA,KLEM,KQNU,KKYY

Manager: Office: Candice Nash / Gen mng: Dennis Bullock

Date Position Opened: 1/26/23

Date Position Filled: 2/20/23

Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, emails, or other communications announcing this vacancy attached hereto?

Yes No

II. Interviewees

1. List of people interviewed for this position:

Name Date Recruitment Source

1. Jeremiah G	1/31/23	45
2. Karen R	2/6/23	12
3. Earnest M	2/6/23	40
4. Tyler D	2/13/23	44
5. Kristi W	2/6/23	6
6. Mariah F	2/6/23	44
7. LynDea B	2/2/23	44
8. Austin E	2/2/23	40
9. Karla R	2/6/23	2
10. Cathy N	2/6/23	8
11. Jessica C	2/3/23	12
12. Angelica S	2/2/23	45
13. Howard W	2/6/23	8
14. Sadeelee T	2/14/23	2
15. Richard G	2/14/23	45
16. Josue L	2/14/23	45
17. Morgan B	2/6/23	1
18. Cole S	2/13/23	2
19. Katherine L	2/13/23	44
20. Kevin L	2/14/23	6
21. Collins C	2/2/23	40
22. Jesus R	2/2/23	45

RECORDKEEPING FORM B-3

Pillsbury Winthrop Shaw Pittman LLP

October 2008

2. Total number of people interviewed for this position: 22

III. Hiree

Person ultimately hired for this position:

Name: Kristi Wessendorf

Recruitment Source: 6

Approval:

Manager: Candice Nash Date: 2/20/23

General Manager: Dennis Bullock Date: 2/20/23

Part B Recruitment Sources Utilized

1. Was a copy of the job notice for this vacancy posted in a place where employees would easily see it at the station(s) and at other stations in the group?

Yes No

Date posted: 1/26/23

Attach a copy of notice posted. (must attach copy if any)

2. Was a copy of the job notice for this vacancy sent to any third party for distribution to its list of referral organizations (i.e. state broadcasters association)?

Yes No

Name of Third Party: list attached

Date sent: mailed 1/26/23

Attach proof of sending to third party.

Attach copy of third party's proof of distribution.

3. Was a copy of the job notice for this vacancy sent to all of the organizations on the station's list of organizations entitled to receive copies of such notices (Form B-2)?

Yes No

Date sent: mailed 1/26/23

Attach a copy of the current list of such organizations.

Attach proof of sending to such organizations.

4. Was a copy of the job notice posted on the station(s) website or on any other websites?

Yes No

Dates posted: 1/26/23

Attach copies of notices posted on list attached and identify websites by URL's

5. Was a copy of the job notice for this vacancy sent to any additional organizations or advertised in any additional media outlets?

Yes No List attached

Complete the following information for each additional source utilized for advertising the vacancy. Attach copies of newspaper advertisements and scripts of radio/television advertisements. Attach proof of publication.

a) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

b) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

c) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

d) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

e) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

f) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____

g) Name of Source: _____

Contact Person: _____

Address: _____

Telephone: _____ Fax: _____

E-mail: _____

How was notification given to this source? _____



CURRENT JOB OPENING:

1/26/23



POWELL BROADCASTING IS NOW HIRING FOR THEIR BUSINESS OFFICE....



THIS IS A FULL-TIME IN-OFFICE POSITION...

MONDAY THRU FRIDAY.... NO WEEKENDS....



SUCCESSFUL APPLICANT WILL BE A FAST LEARNER ON SIMPLE SOFTWARE...

BE ABLE TO NAVIGATE SIMPLE EXCELL GRIDS...

BE AN INDEPENDENT WORKER WITH GOOD TIME MANAGEMENT SKILLS....'



IF YOU WOULD LIKE TO JOIN THE POWELL BROADCASTING TEAM PLEASE SEND YOUR RESUME TO CNASH@POWELLBROADCASTING DOT COM....

CALL 239-2100 WITH QUESITONS....



POWELL BROADCASTING HAS EXCELLENT BENEFITS, PAID WELLNESS AND VACATION....

AND IS AN EQUAL OPPORTUNITY EMPLOYER.



2000 Indian Hills Dr.
Sioux City, Iowa 51104
(712) 239-2100 Phone
(712) 239-3346 FAX

Radio ad / Broadcast and websites

POWELL BROADCASTING IS NOW HIRING FOR THEIR BUSINESS OFFICE....

THIS IS A FULL-TIME IN-OFFICE POSITION...

MONDAY THRU FRIDAY.... NO WEEKENDS....

SUCCESSFUL APPLICANT WILL BE A FAST LEARNER ON SIMPLE SOFTWARE...

BE ABLE TO NAVIGATE SIMPLE EXCELL GRIDS...

BE AN INDEPENDENT WORKER WITH GOOD TIME MANAGEMENT SKILLS....'

IF YOU WOULD LIKE TO JOIN THE POWELL BROADCASTING TEAM PLEASE SEND YOUR RESUME TO

CNASH@POWELLBROADCASTING DOT COM....

CALL 239-2100 WITH QUESITONS....

POWELL BROADCASTING HAS EXCELLENT BENEFITS, PAID WELLNESS AND VACATION....

AND IS AN EQUAL OPPORTUNITY EMPLOYER.

KSCJ

94.9 FM

1360AM

2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 140810

KSCJ 1360 AM, Sioux City, Iowa
 INVOICE DATE: 1/31/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 74405
 CONTRACT: 7440503
 PRODUCT:

Salesman: ***IN HOUSE***
 FEDERAL ID#: 72-1313895

PSA / PROMO
 IN HOUSE

PAY THIS AMOUNT:	BY:
-------------------------	------------

Times are approximate within 15 minutes.

Date	Number	KSCJ Times									
Sa 1/28/23	8	6:24a	8:17a	9:27a	10:51a	1:54p	6:28p	10:18p	11:52p		
Su 1/29/23	10	12:05a	1:05a	2:05a	3:05a	4:05a	1:30p	6:59p	8:45p	9:22p	
		10:32p									
Mn 1/30/23	8	12:05a	2:05a	4:05a	12:59p	2:59p	5:21p	7:51p	9:33p		
Tu 1/31/23	8	12:05a	2:05a	4:05a	10:20a	12:59p	5:37p	7:30p	9:15p		

Contract #7440503 1/28/23 to 1/31/23
 recruitment
 A: 1/31 34 30's No Charge
 BALANCE OF INVOICE #140810

\$0.00
 \$0.00

KSCJ

94.9 FM

1360AM

2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 140996

KSCJ 1360 AM, Sioux City, Iowa
 INVOICE DATE: 2/28/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 74405
 CONTRACT: 7440503
 PRODUCT:

Salesman: ***IN HOUSE***
 FEDERAL ID#: 72-1313895

PSA / PROMO
 IN HOUSE

PAY THIS AMOUNT:

BY:

Times are approximate within 15 minutes.

Date	Number	KSCJ Times									
We	2/01/23	10	12:05a	2:05a	4:05a	10:40a	12:50p	2:19p	2:49p	4:49p	9:05p
			9:33p								
Th	2/02/23	11	12:05a	2:05a	4:05a	10:21a	12:33p	12:50p	2:49p	2:59p	4:59p
			8:33p	10:32p							
Fr	2/03/23	10	12:05a	2:05a	4:05a	12:19p	2:33p	3:19p	5:38p	7:49p	9:05p
			10:33p								
Sa	2/04/23	10	12:05a	1:05a	2:05a	3:05a	4:06a	11:54a	1:46p	2:16p	10:45p
			11:22p								
Su	2/05/23	12	12:05a	1:05a	2:05a	4:05a	1:50p	3:33p	4:19p	5:05p	7:26p
			8:18p	9:52p	10:59p						
Mn	2/06/23	8	12:05a	1:05a	2:05a	4:05a	10:20a	2:59p	7:51p	10:05p	
Tu	2/07/23	8	12:05a	1:05a	2:05a	3:05a	4:05a	6:22a	10:21a	9:05p	

Contract #7440503 2/1/23 to 2/7/23
 recruitment

A: 2/28 69 30's No Charge
 BALANCE OF INVOICE #140996

\$0.00
 \$0.00



2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 124203

KSUX Radio Sioux City, IA

INVOICE DATE: 1/31/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 74641
 CONTRACT: 7464101
 PRODUCT:

Salesman: Candice/PI's
 Federal Id #: 72-1313895

PROMOS/KSUX
 TO CANDICE

INHOUSE

PAY THIS AMOUNT:

BY:

Times are approximate within 15 minutes.

Date	Number	KSUX Times									
Sa 1/28/23	10	5:50a	7:40a	9:39a	10:40a	11:50a	1:51p	3:52p	6:40p	8:52p	
		10:51p									
Su 1/29/23	10	6:51a	7:39a	10:39a	12:14p	3:44p	7:39p	7:51p	8:39p	9:39p	
		11:51p									

Contract #7464101 1/28/23 to 1/29/23
 recruitment

A: 1/31 20 30's No Charge \$0.00
 BALANCE OF INVOICE #124203 \$0.00



2000 Indian Hills Drive
Sioux City IA 51104
Phone: 712-239-2100

INVOICE NUMBER: 124390

KSUX Radio Sioux City, IA

INVOICE DATE: 2/28/23
PAGE: 1 TYPE: Complete
ACCOUNT: 74641
CONTRACT: 7464101
PRODUCT:

Salesman: Candice/PI's
Federal Id #: 72-1313895

PROMOS/KSUX
TO CANDICE

INHOUSE

PAY THIS AMOUNT:	BY:
-------------------------	------------

Times are approximate within 15 minutes.

Date	Number	KSUX Times									
Mn 1/30/23	8	5:50a	8:41a	11:51a	2:24p	5:25p	7:51p	9:39p	11:51p		
Tu 1/31/23	8	6:21a	9:25a	12:24p	3:24p	6:25p	7:39p	8:51p	10:51p		
We 2/01/23	8	5:50a	7:41a	10:39a	1:25p	4:24p	7:51p	9:51p	11:50p		
Th 2/02/23	8	5:50a	8:10a	11:51a	2:25p	5:38p	8:39p	10:51p	11:51p		
Fr 2/03/23	8	5:51a	6:20a	9:38a	1:26p	3:39p	6:25p	9:51p	11:51p		
Sa 2/04/23	10	6:39a	8:39a	10:39a	12:39p	2:38p	4:39p	6:51p	8:51p	10:51p	
		11:39p									
Su 2/05/23	10	5:50a	9:52a	10:39a	11:39a	12:14p	2:14p	2:44p	5:51p	8:50p	
		9:51p									
Mn 2/06/23	8	5:51a	7:11a	9:24a	12:25p	3:25p	6:38p	9:39p	11:39p		
Tu 2/07/23	8	6:41a	8:10a	10:39a	11:39a	1:26p	4:25p	7:40p	10:39p		
We 2/08/23	6	5:51a	7:12a	5:24p	8:40p	10:51p	11:39p				

Contract #7464101 1/30/23 to 2/8/23
recruitment

A: 2/28 82 30's No Charge
BALANCE OF INVOICE #124390

\$0.00
\$0.00



2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 84476

KKMA Le Mars, Iowa
 INVOICE DATE: 1/31/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 74392
 CONTRACT: 7439201
 PRODUCT:

Salesperson: Candice/PI's

PROMO KKMA

PAY THIS AMOUNT:

BY:

Times are approximate within 15 minutes.

Date	Number	KKMA Times									
Sa 1/28/23	10	6:22a	7:49a	9:21a	11:35a	1:21p	3:21p	5:21p	7:21p	9:21p	
		11:21p									
Su 1/29/23	10	12:49a	2:48a	4:48a	6:20a	8:44a	10:43a	12:49p	2:49p	8:16p	
		10:44p									
Mn 1/30/23	8	12:20a	3:48a	5:20a	10:20a	12:48p	2:21p	9:21p	11:50p		
Tu 1/31/23	8	12:49a	2:48a	4:48a	7:48a	12:21p	2:49p	8:49p	10:21p		

Contract #7439201 1/28/23 to 1/31/23

RECRUITMENT

A: 1/31 36 30's No Charge

BALANCE OF INVOICE #84476

\$0.00

\$0.00



2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 84625

KKMA Le Mars, Iowa
 INVOICE DATE: 2/28/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 74392
 CONTRACT: 7439201
 PRODUCT:

Salesperson: Candice/PI's

PROMO KKMA

PAY THIS AMOUNT:

BY:

Times are approximate within 15 minutes.

Date	Number	KKMA Times									
We 2/01/23	8	12:21a	3:48a	5:49a	10:20a	12:48p	2:48p	8:20p	10:20p		
Th 2/02/23	8	3:49a	5:48a	6:21a	8:20a	12:48p	2:49p	8:49p	11:21p		
Fr 2/03/23	8	12:21a	3:49a	5:48a	7:10a	10:21a	1:20p	8:20p	10:20p		
Sa 2/04/23	10	12:49a	2:48a	4:48a	6:20a	9:48a	12:48p	2:49p	4:20p	8:21p	
		10:21p									
Su 2/05/23	10	12:48a	2:48a	4:48a	6:49a	8:15a	10:43a	12:48p	2:21p	9:44p	
		11:43p									
Mn 2/06/23	8	12:49a	2:49a	4:49a	8:20a	12:48p	2:49p	8:21p	10:49p		
Tu 2/07/23	8	12:49a	2:48a	4:48a	8:20a	10:49a	1:21p	8:21p	11:51p		

Contract #7439201 2/1/23 to 2/7/23

RECRUITMENT

A: 2/28 60 30's No Charge

BALANCE OF INVOICE #84625

\$0.00

\$0.00



2000 Indian Hills Drive
 Sloux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 134885

KLEM Le Mars, Iowa
 INVOICE DATE: 1/31/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 78140
 CONTRACT: 7814003
 PRODUCT:

Salesperson: D. GROSENHEIDER

PUBLIC SERVICE ANNOUNCEMENTS
 *** YOU CAN TOSS***

PAY THIS AMOUNT:

BY:

Times are approximate within 15 minutes.

Date	Number	KLEM Times						
Mn 1/23/23	6	6:05a	8:30a	9:58a	10:40a	1:30p	5:40p	
Tu 1/24/23	6	6:05a	6:46a	9:30a	11:46a	2:30p	9:51p	
We 1/25/23	6	6:12a	7:55a	10:44a	1:12p	5:31p	8:50p	
Th 1/26/23	6	7:29a	2:50p	5:29p	6:12p	7:50p	9:50p	
Fr 1/27/23	6	8:12a	9:30a	12:09p	1:12p	3:30p	9:50p	
Sa 1/28/23	6	9:50a	1:30p	4:30p	5:10p	8:20p	9:20p	
Su 1/29/23	6	11:10a	2:30p	3:30p	5:30p	9:21p	9:50p	
Mn 1/30/23	6	8:12a	12:03p	3:06p	6:50p	7:20p	8:20p	
Tu 1/31/23	6	6:05a	6:42a	7:10a	12:16p	1:30p	5:40p	

Contract #7814003 1/23/23 to 1/31/23

A: 1/31 54 60's No Charge \$0.00
 BALANCE OF INVOICE #134885 \$0.00



2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 135144

KLEM Le Mars, Iowa
 INVOICE DATE: 2/28/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 78140
 CONTRACT: 7814003
 PRODUCT:

Salesperson: D. GROSENHEIDER

PUBLIC SERVICE ANNOUNCEMENTS
 *** YOU CAN TOSS***

PAY THIS AMOUNT:

BY:

Times are approximate within 15 minutes.

Date	Number	KLEM Times						
We 2/01/23	6	6:05a	7:50a	1:58p	2:30p	3:30p	4:50p	
Th 2/02/23	6	8:42a	9:50a	11:30a	2:50p	3:30p	7:50p	
Fr 2/03/23	6	6:46a	8:13a	9:12a	12:44p	12:58p	3:52p	
Sa 2/04/23	6	6:11a	7:44a	10:50a	2:30p	3:50p	5:50p	
Su 2/05/23	6	11:30a	2:30p	5:30p	6:30p	7:20p	9:50p	
Mn 2/06/23	3	11:46a	6:50p	7:50p				
Tu 2/07/23	3	9:58a	12:16p	4:30p				

Contract #7814003 2/1/23 to 2/7/23

A: 2/28 36 60's No Charge \$0.00
 BALANCE OF INVOICE #135144 \$0.00



KQNU-FM
 2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 50752
 KQNU-FM 102.3 SIOUX CITY, IA

INVOICE DATE: 1/31/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 74270
 CONTRACT: 27546
 PRODUCT: recruitment

Salesperson: ***IN HOUSE***

PSA
 IN-HOUSE

PAY THIS AMOUNT:	BY:

Times are approximate within 15 minutes.

Date	Number	KQNU-FM Times									
Sa 1/28/23	10	12:21a	2:21a	4:21a	7:50a	9:51a	11:50a	3:21p	5:51p	7:45p	
		9:46p									
Su 1/29/23	10	12:20a	1:20a	2:21a	3:21a	7:50a	11:51a	3:21p	8:46p	9:46p	
		10:56p									
Mn 1/30/23	8	12:21a	2:21a	4:21a	7:50a	10:50a	4:50p	7:21p	9:51p		
Tu 1/31/23	8	12:20a	2:51a	4:20a	7:51a	10:20a	4:51p	7:21p	9:51p		

Product:		<u>Units</u>	<u>Gross</u>
recruitment	36	\$0.00

Contract #0027546 1/28/23 to 1/31/23
 RECRUITMENT
 A: 1/31 36 30's No Charge \$0.00
 BALANCE OF INVOICE #50752 \$0.00



KQNU-FM
 2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 50892

KQNU-FM 102.3 SIOUX CITY, IA

INVOICE DATE: 2/28/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 74270
 CONTRACT: 27546
 PRODUCT: recruitment

Salesperson: ***IN HOUSE***

PSA
 IN-HOUSE

PAY THIS AMOUNT:

BY:

Times are approximate within 15 minutes.
 KQNU-FM Times

Date	Number	KQNU-FM Times									
We 2/01/23	8	12:21a	2:20a	4:50a	7:18a	10:20a	4:20p	7:51p	11:21p		
Th 2/02/23	8	12:21a	2:21a	4:21a	7:50a	10:51a	4:20p	8:51p	10:21p		
Fr 2/03/23	8	12:21a	2:21a	4:51a	7:50a	10:50a	4:51p	8:51p	10:50p		
Sa 2/04/23	10	12:21a	2:21a	4:20a	7:20a	9:21a	11:51a	2:51p	3:20p	8:46p	
		10:56p									
Su 2/05/23	10	12:21a	2:20a	4:20a	7:50a	9:50a	11:20a	2:20p	4:20p	8:46p	
		10:56p									
Mn 2/06/23	8	12:21a	2:20a	4:20a	11:50a	2:20p	5:51p	7:21p	9:21p		
Tu 2/07/23	8	12:21a	2:21a	4:21a	8:38a	2:21p	4:50p	7:21p	9:51p		

Product:		<u>Units</u>	<u>Gross</u>
recruitment	60	\$0.00

Contract #0027546 2/1/23 to 2/7/23
 RECRUITMENT

A: 2/28 60 30's No Charge \$0.00
 BALANCE OF INVOICE #50892 \$0.00



KKYY-FM
 2000 Indian Hills Drive
 Sioux City IA 51104
 Phone: 712-239-2100

INVOICE NUMBER: 49904

KKYY-FM 101.3 Whiting, IA
 INVOICE DATE: 1/31/23
 PAGE: 1 TYPE: Complete
 ACCOUNT: 75299
 CONTRACT: 43647
 PRODUCT: recruitment

Salesperson: ***IN HOUSE***

PSA
 IN-HOUSE

PAY THIS AMOUNT:

BY:

Times are approximate within 15 minutes.

Date	Number	KKYY-FM Times									
Sa 1/28/23	10	12:16a	1:16a	2:46a	3:16a	7:45a	11:15a	3:31p	5:45p	10:16p	
		11:15p									
Su 1/29/23	10	12:16a	1:15a	2:45a	3:15a	4:15a	7:45a	11:15a	4:15p	10:45p	
		11:15p									
Mn 1/30/23	8	1:46a	2:46a	3:15a	7:46a	11:46a	12:15p	4:46p	11:45p		
Tu 1/31/23	8	1:45a	2:46a	4:45a	7:46a	10:46a	12:16p	4:16p	10:16p		

Product:	Units	Gross
recruitment	36	\$0.00

Contract #0043647 1/28/23 to 1/31/23
 recruitment

A: 1/31 36 30's No Charge \$0.00
 BALANCE OF INVOICE #49904 \$0.00

