



1776 K STREET NW  
WASHINGTON, DC 20006  
PHONE 202.719.7000

www.wileyrein.com

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May 10, 2017

Elizabeth E. Goldin  
202.719.3199  
egoldin@wileyrein.com

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EEO Staff  
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445 12th Street SW  
Washington, DC 20554

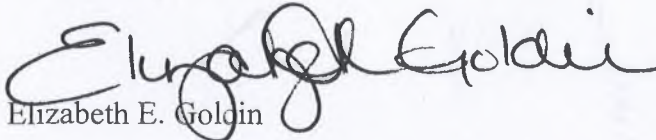
**Re: Response to Broadcast EEO Audit Letter  
AMFM Radio Licenses, L.L.C.  
Station KSEZ(FM), Sioux City, Iowa  
Facility ID No. 10777**

EEO Staff:

On behalf of AMFM Radio Licenses, L.L.C., licensee of the above referenced broadcast station, and the commonly owned stations in the Sioux City, Iowa station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of February 8, 2017 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Kelli Erickson, Market President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

  
Elizabeth E. Goldin

*Counsel to AMFM Radio License, L.L.C.*

cc: Kelli Erickson

## DECLARATION OF KELLI ERICKSON, MARKET PRESIDENT

I, Kelli Erickson, hereby declare as follows:

1. I am a Market President for AMFM Radio Licenses, L.L.C., the licensee of Station KSEZ, Sioux City, Iowa (FIN 10777), which is part of a station employment unit based in Sioux City, Iowa and which includes KGLI(FM), Sioux City, Iowa (FIN 8771); KSFT-FM, South Sioux City, Nebraska (FIN 10776); KMNS(AM), Sioux City, Iowa (FIN 10775); and KWSL(AM), Sioux City, Iowa (FIN 8769) (the "SEU" or "Unit"). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, "iHeartMedia"). This Statement and relevant attachments are being submitted in response to the February 8, 2017 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the SEU's EEO compliance (the "EEO Audit Letter").

2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).

3. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU are as follows: [www.Z98rocks.com](http://www.Z98rocks.com) (KSEZ); [www.KG95.com](http://www.KG95.com) (KGLI); [www.107kissfm.com](http://www.107kissfm.com) (KSFT-FM); [www.620KMNS.com](http://www.620KMNS.com) (KMNS); and [www.1470KWSL.com](http://www.1470KWSL.com) (KWSL). A copy of the current report is included on or linked to each of these websites.

The date of each full-time hire listed in the SEU's two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions, including those filled during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B.

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of two recruitment initiatives described in § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 14 full-time employees and all of our

stations are located in a market with a population of less than 250,000. Accordingly, the SEU is required to perform at least two recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any discrimination complaints filed against the licensee of the stations in this SEU during the current license term.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that iHeartMedia deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan") in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the recent deployment of applicant tracking system software throughout the company, iHeartMedia HR's department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, Lottie White, our SEU's Administrative-Traffic Assistant serves as our EEO compliance officer. Ms. White maintains our SEU's broad list of diverse, local recruitment sources and works actively with the community to identify recruitment initiative opportunities, including coordinating station personnel's attendance at local career fairs and coordinating EEO training for station personnel. This SEU's compliance efforts include identifying iHeartMedia's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with a regular opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU includes language on its station websites encouraging qualified community organizations to contact the SEU to request its job notices. Further, this SEU has strong ties to the local Sioux City community and frequently works with local business entities to bolster our recruitment efforts. Our SEU's recruitment source list is designed to reach a wide cross-section of the Sioux City community and our EEO compliance officer, Ms. White, stays in contact with our recruitment sources to assess effectiveness of our EEO recruitment program.


10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

Dated: May 10, 2017

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO  
DECLARATION OF Kelli Erickson, Market President**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

  
\_\_\_\_\_  
Kelli Erickson

**TAB A**

**KGLI(FM), KSEZ(FM), KSFT-FM, KMNS(AM), KWSL(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2014 – September 30, 2015<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-69	52

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<sup>1</sup> This report was revised in October 2016 and May 2017 to address reporting issues.

**KGLI(FM), KSEZ(FM), KSFT-FM, KMNS(AM), KWSL(AM)  
EEO PUBLIC FILE REPORT  
October 1, 2014 – September 30, 2015**

**MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>Word-of-Mouth</b>	No	0
2	<b>Iowa Workforce Development</b> 2508 Fourth Street Sioux City, IA 51101 Kay Christiansen 712-277-8540	No	0
3	<b>American Indian Council</b> 2508 Fourth Street Sioux City, IA 712-277-8548	No	0
4	<b>American Indian Services</b> Placement Director PO Box 1720 Sioux Falls, SD 57101	No	0
5	<b>Briar Cliff University</b> 3303 Rebecca Street Sioux City, IA 51103 Michelle Pratt 712-279-5455	No	0
6	<b>Creighton University</b> Placement/Career Services 2500 California Street Omaha, NE 68178	No	0
7	<b>Education Service Center/SC Public Schools</b> 1221 Pierce Street Sioux City, IA 51105 Angela Banks 712-277-8325	No	0
8	<b>Iowa Central Community College</b> 3309 Avenue M Fort Dodge, IA 50501 David Raedeker	No	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	<b>University of Iowa</b> 24 Philips Hall, Iowa City, IA 52242 Chris Wells 319-335-1024	No	0
10	<b>SC Human Rights Commission</b> 405 Sixth Street, City Hall, Lower Level Room 12 Sioux City, IA 51102 Karen Mackey 712-279-6985	No	0
11	<b>Sanford Center</b> 1700 Geneva Street Sioux City, IA 51103 George Boykin 712-252-0581	No	0
12	<b>South Dakota State University/Career &amp; Ac Place.</b> Box 511 Medary Commons Brookings, SD 57007 Susan Frederickson 605-688-4153	No	0
13	<b>Nat. Assn. Of Black Journalists</b> 8701-A Adelphi Rd. Adelphi, MD 50783-1716 Mr. Duane Crawley 301-445-7100	No	0
14	<b>University of South Dakota/Career Development</b> 414 East Clark Street Vermillion, SD 57069 605-677-5011	No	0
15	<b>Wayne State College/Career Services</b> 1111 Main Street Wayne, NE 68787 800-228-9972 Ext 732	No	0
16	<b>Little Priest Tribal College</b> 601 E. College Dr. Winnebago, NE 68071 Greg Bass, Jr. 402-878-2380	No	0
17	<b>Iowa Civil Rights Commission</b> Grimes State Office Building Des Moines, IA 50319-0201 Velora Vertz	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	<b>Iowa Lakes Community College</b> 300 S. 18 <sup>th</sup> St. Estherville, IA 51334 Diana Refsell 712-362-0604	No	0
19	<b>LaCasa Latina</b> 900 Jennings Street Sioux City, IA 51105 Christy Nicolaisen 712-252-4259	No	0
20	<b>League of United Latin American Citizens</b> 1911 Breese St. Muscatine, IA 52761	No	0
21	<b>League of United Latin American Citizens</b> PO Box 4616 Davenport, IA 52803	No	0
22	<b>Morningside College/Placement Career Services</b> 1501 Morningside Ave. Sioux City, IA 51106 712-274-5000	No	0
23	<b>NAACP</b> President Flora Lee PO Box 82 Sioux City, IA 51103 712-258-9391	No	0
24	<b>NAACP</b> Attn: Larry Carter PO Box 5036 Des Moines, IA 50306-5036	No	0
25	<b>American Institute of Business</b> 2500 Fleur Drive Des Moines, IA 50321 Carrie Blackburn 515-244-4221	No	0
26	<b>Des Moines Area Community College</b> 2006 S. Ankeny Blvd., Bldg. #1 Ankeny, IA 50021 Dave Reimers 515-964-6463	No	0
27	<b>Division of Persons with Disabilities</b> Lucas State Office Building Des Moines, IA 50319 Jill Avery 515-242-6334	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	<b>DMACC – Des Moines/Urban Campus</b> 100 7 <sup>th</sup> St. Des Moines, IA 50314 515-244-4226	No	0
29	<b>Drake University</b> 2507 University Ave. Des Moines, IA 50311 Annmarie McGowen 515-271-3721	No	0
30	<b>Grand View College</b> 1200 Grandview Ave. Des Moines, IA 50316 Megan Hogan 515-263-2888	No	0
31	<b>Hamilton College</b> 4655 – 121 <sup>st</sup> Street Urbandale, IA 50323 Lori Orthaus 515-727-2100	No	0
32	<b>Hawkeye Community College</b> 515 Beech Street Waterloo, IA 50703 Gloria Stigler 319-296-2320	No	0
33	<b>Iowa Dept. of Human Rights</b> Lucas State Office Building Des Moines, IA 50319 William Brand 515-242-5655	No	0
34	<b>Iowa Division of the Status of African Americans</b> Lucas State Office Building, Des Moines, IA 50319 Kim Cheeks 319-281-3274	No	0
35	<b>Illinois State University</b> 185 Student Services Bldg. Normal, IL 61790 Michael Schermer 309-438-2200	No	0
36	<b>Iowa State University</b> 141 Curtiss Hall Ames, IA 50111-2047 Mike Gaul 515-294-9490	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	<b>Iowa Wesleyan College</b> 601 N. Main St. Mt Pleasant, IA 52641 Joyce Halverson 800-582-2383	No	0
38	<b>Iowa Western Community College</b> 2700 College Rd. Council Bluffs, IA 51502 Hugh Irwin 712-325-3200	No	0
39	<b>Jackson State University</b> PO Box 18449 Jackson, MS 39217 601-976-2477	No	0
40	<b>Loras College</b> 1450 Alta Vista St. Dubuque, IA 52004 Bobbi Martin 563-588-7922	No	0
41	<b>University of Northern Iowa</b> SSC #19 Cedar Falls, IA 50614 Clark Elmer 319-273-6857	No	0
42	<b>Luther College</b> 700 College Dr. Decorah, IA 52101 Mark Peltz 563-387-1025	No	0
43	<b>Martin L. King Center</b> 515 Beach St. Waterloo, IA 52001 Gloria Stigler 319-234-7543	No	0
44	<b>Minorities in Broadcast Training Program</b> PO Box 37132 Century City, CA 90067 Patrice Williams 310-551-1035	No	0
45	<b>Northwestern College</b> 208 – 8 <sup>th</sup> St. SW Orange City, IA 51041 Bill Minnick 712-707-7225	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
46	<b>Northwestern University</b> 630 Lincoln St. Evanston, IL 60208 Lonnie Dunlap 847-467-5718	No	0
47	<b>S.W. Wisconsin Technical College</b> 1800 Bronson Fennimore, WI 53809 Sheila Martin 800-362-3322	No	0
48	<b>Scott Community College</b> 500 Belmont Rd. Bettendorf, IA 52722 563-441-4020	No	0
49	<b>Simpson College</b> 701 N. C Street Indianola, IA 50125 Ann Greubel 515-961-1667	No	0
50	<b>St. Ambrose University</b> 518 W. Locust St. Davenport, IA 52803 563-333-6300	No	0
51	<b>Columbia College</b> 600 S. Michigan Chicago, IL 60605 Matt Green 312-344-7281	No	0
52	<b>Walk-In/Self-Referral</b>	No	1
53	<b>Blackhawk College</b> 6600 – 34 <sup>th</sup> Avenue Moline, IL 61265 Christina Green 309-796-5000	No	0
54	<b>Broadcast Education Association</b> 1771 N Street NW Washington, DC 20036 Louisa Nelson 202-429-5354	No	0
55	<b>Central College</b> 812 University Pella, IA 50219 Pat Joachim-Kitzman 641-628-5271	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
56	<b>Clarke College</b> 1550 Clarke Dr, Dubuque, IA 52001 Marsha Intveld	No	0
57	<b>Iowa Division of Latino Affairs</b> Lucas State Office Building Des Moines, IA 50319 Liz Salina-Newby	No	0
58	<b>Coe College</b> 1220 1st Ave. NE Cedar Rapids, IA 52402 Judi Dirks	No	0
59	<b>Department of Veterans Affairs</b> 7700 NW Beaver Johnston, IA 50131 Patrick Palmersheim	No	0
60	<b>Iowa Workforce Development</b> 1000 East Grand Des Moines, IA 50390 Tony Dietsch	No	0
61	<b>Northwest Missouri State University</b> 800 University Drive Maryville, MO 64468 Joan Schneider	No	0
62	<b>UNI-CUE</b> 800 Sycamore Street Waterloo, IA 50703 Karen McNeil	No	0
63	<b>University of Dubuque</b> 2000 University Dubuque, IA 50703 Deb Clarke	No	0
64	<b>National Association of Broadcasters</b> 1771 N Street NW Washington, DC 20036 Hatim Hamer	No	0
65	<b>University of Missouri</b> 130 Jesse Hall Columbia, MO 65211 Joseph Johnson	No	0
66	<b>University of Wisconsin/Platteville</b> 1 University Plaza Platteville, WI 53818 Diana Trendt	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
67	<b>William Penn University</b> 201 Trueblood Ave. Oskaloose, IA 52577 Marsha Riordan	No	0
68	<b>Wartburg College</b> 100 Wartburg Blvd Waverly, IA 50677 Derek Solheim	No	0
69	<b>Iowa Lakes Community College</b> 3200 Lakes Comm. College Emmetsburg, IA 50536	No	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			1

**KGLI(FM), KSEZ(FM), KSFT-FM, KMNS(AM), KWSL(AM)**  
**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<b>1</b>	Participate in Job Fair	On September 25, 2015, our SEU participated in a Broadcasters Career Fair at the Sioux City College Center. Station participants included our EEO Officer and Business Manager. While at the fair, our SEU collected resumes from attendees and discussed career opportunities in broadcasting.



**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-53	41

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Institute of Business 2500 Fleur Dr Des Moines, Iowa 50321 Carrie Blackburn Manual Posting	N	0
2	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51103 Phone : 712-279-5410 Email : humanresources@briarcliff.edu Beau Sudtelgte	N	0
3	Central College 812 University Pella, Iowa 50219 Pat Joachim-Kitzman Manual Posting	N	0
4	Clarke College 1550 Clarke Dr Dubuque, Iowa 52001 Marsha Intveld Manual Posting	N	0
5	Coe College 1220 1st Ave NE Cedar Rapids, Iowa 52402 Judi Dirks Manual Posting	N	0
6	Creighton University 2500 California St Omaha, Nebraska 68178 Placement Director Manual Posting	N	0
7	Dept of Veterans Affairs 7700 NW Beaver Johnston, Iowa 50131 Patrick Palmersheim Manual Posting	N	0
8	Des Moines Area Comm. College 100 7th Street Des Moines, Iowa 50314 Dave Reimers Manual Posting	N	0

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Des Moines Area Community College 2006 S Ankeny Blvd. Ankeny, Iowa 50021 Url : <a href="http://www.collegecentral.com/dmacc">www.collegecentral.com/dmacc</a> Email : <a href="mailto:careers@dmacc.edu">careers@dmacc.edu</a> Sara Clayton	N	0
10	Division of Persons with Disabilities Lucas State Office Bldg. Des Moines, Iowa 50319 Jill Avery Manual Posting	N	0
11	Drake University 2507 University Ave. Des Moines, Iowa 50311 Annmarie McGowan Manual Posting	N	0
12	Employee Referral	N	1
13	Hamilton College 4655 - 121st Street Urbandale, Iowa 50323 Lori Orthaus Manual Posting	N	0
14	Hawkeye Comm. College 515 Beech Street Waterloo, Iowa 50703 Gloria Stigler Manual Posting	N	0
15	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Iowa Central Comm. College 3309 Avenue M Fort Dodge, Iowa 50501 David Raedeker Manual Posting	N	0
18	Iowa Civil Rights Commission Grimes State Office Bldg. Des Moines, Iowa 50319 Velora Vertz Manual Posting	N	0
19	Iowa Dept. of Human Rights Lucas State Office Bldg. Des Moines, Iowa 50319 William Brand Manual Posting	N	0
20	Iowa Div. of the Status of African Americans Lucas State Office Bldg. Des Moines, Iowa 50319 Kim Cheeks Manual Posting	N	0
21	Iowa Division of Latino Affairs Lucas State Office Bldg. Des Moines, Iowa 50319 Liz Salinas-Newby Manual Posting	N	0
22	Iowa Lakes Comm. College 300 S 18th Street Esterville, Iowa 51334 Placement Director Manual Posting	N	0
23	Iowa Lakes Community College 3200 College Drive Emmetsburg, Iowa 50536 Phone : 712-852-3554 Fax : 1-712-852-2152 Tom Brotherton	N	0
24	Iowa State University 141 Curtiss Hall Ames, Iowa 50011 Mike Gaul Manual Posting	N	0

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
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**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Iowa Wesleyan College 601 N Main Street Mt Pleasant, Iowa 52641 Joyce Halverson Manual Posting	N	0
26	Iowa Western Comm. College 2700 College Rd. Council Bluffs, Iowa 51502 Hugh Irwin Manual Posting	N	0
27	Iowa Workforce Development 2508 - 4th Street Sioux City, Iowa 51101 Kay Christiansen Manual Posting	N	0
28	Iowa Workforce Development 100 East Grand Des Moines, Iowa 50390 Phone : 712-352-3480 ext 45137 Fax : 1-712-352-3487 Lyndsay Henderson	N	0
29	La Casa Latina 900 Jennings Street Sioux City, Iowa 51105 Christy Nicolaisen Manual Posting	N	0
30	League of United Latin American Citizens 1911 Breese Muscatine, Iowa 52761 Rosa Mendoza Manual Posting	N	0
31	Little Priest Tribal College 601 E College Dr Winnebago, Nebraska 68071 Greg Bass, Jr Manual Posting	N	0
32	Loras College 1450 Alta Vista St Dubuque, Iowa 52004 Bobby Martin Manual Posting	N	0

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	LULAC Council 10 PO Box 4616 Davenport, Iowa 52808 Phone : 563-381-7807 Url : <a href="http://www.lulac10.org/contact.html">http://www.lulac10.org/contact.html</a> Email : <a href="mailto:matthewcasillas@gmail.com">matthewcasillas@gmail.com</a> Matthew Casillas	N	0
34	Luther College 700 College Dr Decorah, Iowa 52101 Mark Peltz Manual Posting	N	0
35	Martin Luther King Center 515 Beach St Waterloo, Iowa 52001 Gloria Stigler Manual Posting	N	0
36	Morningside College 1501 Morninside Ave. Sioux City, Iowa 51106 Stacie Hays Manual Posting	N	0
37	NAACP PO Box 5036 Des Moines, Iowa 50306 Larry Carter Manual Posting	N	0
38	NAACP Sioux City PO Box 82 Sioux City, Iowa 51102 Url : <a href="http://www.scnaacp.com">www.scnaacp.com</a> Email : <a href="mailto:scnaacp@gmail.com">scnaacp@gmail.com</a> Flora Lee	N	0
39	Northwestern College 208 - 8th St. SW Orange City, Iowa 51041 Bill Minnick Manual Posting	N	0

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	On-air Announcement (1 or more SEU stations) 1113 Nebraska St Sioux City, Iowa 51105 Phone : 712-258-5595 Lottie White Manual Posting	N	0
41	Re-hire	N	1
42	Sanford Center 1700 Geneva St Sioux City, Iowa 51103 George Boykin Manual Posting	N	0
43	Scott Community College 500 Belmont Rd Bettendorf, Iowa 52722 Rochelle Carlson Manual Posting	N	0
44	Sioux City Human Rights Commission 405 6th Street Sioux City, Iowa 51101 Karen Mackey Manual Posting	N	0
45	St Ambrose University 518 W Locust St Davenport, Iowa 52803 Kim Matteson Manual Posting	N	0
46	University of Dubuque 2000 University Dubuque, Iowa 50703 Deb Clarke Manual Posting	N	0
47	University of Iowa 24 Phillipps Hall Iowa City, Iowa 52242 Chris Wells Manual Posting	N	0
48	University of Northern Iowa GIL 245 Cedar Falls, Iowa 50614 Career Services Manual Posting	N	0

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Placement Director Manual Posting	N	0
50	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Derek Solheim Manual Posting	N	0
51	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Career Services Manual Posting	N	0
52	Western Iowa Tech Community College 4647 Stone Ave. Sioux City, Iowa 51106 Phone : 800-352-4949 Url : <a href="http://www.meetyournewcareer.com">www.meetyournewcareer.com</a> Email : <a href="mailto:jobs@witcc.edu">jobs@witcc.edu</a> Fax : 1-712-274-6412 Human Resources	N	0
53	William Penn University 201 Trueblood Ave Oskaloosa, Iowa 52577 Marsha Riordan Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>



**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/17/2015	Participation in events or programs sponsored by educational institutions	During the reporting period, our SEU's Market President supervised a local student doing a research project that involved analyzing our SEU's operations and structure. The project was designed to provide the student with an in-depth understanding of how our SEU runs on a daily basis. As part of the project, the student also met with our Market President to discuss the career opportunities available at our SEU.	1	Market President
2	5/25/2016	Hosting of Job Fair	On May 25, 2016, our SEU hosted and participated in a job fair at the Stoney Creek Inn. Our SEU coordinated and promoted this event in the local community and set up a booth to collect resumes and speak with attendees about career opportunities in broadcasting. Station participants included Market President, Sales Manager and Operations Manager	3	Market Manager Sales Manager Operations Manager
3	9/14/2016	Participation in Job Fairs	On September 14, 2016, our SEU participated in the Morningside College job fair. At the fair, our SEU handed out information about job opportunities at our stations and how to apply for open positions. We also answered attendee questions about the radio industry. Station participants included our Business Manager and EEO Compliance Officer.	2	Businesss Manager EEO Officer
4	9/15/2016	Participation in events or programs sponsored by educational institutions	On September 15, 2016, our SEU's Market President was a guest lecturer for the media sales class at Morningside College. The lecture covered the skills needed to succeed in media sales and different career paths available in the broadcasting industry.	1	Market President
5	9/19/2016	Participation in Job Fairs	On September 19, 2016, our SEU participated in a Broadcasters Career Fair held at Briar Cliff University. At the fair, our SEU set up a booth to collect resumes and speak with attendees about career opportunities in broadcasting.	2	Human Resources EEO Officer

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 - September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	9/28/2016	Provision of training to management	On September 28, 2016, our Business Manager completed an online training program provided by iHeartMedia corporate entitled "Valuing Diversity," which covered topics such as preventing discrimination in the workplace.	1	Business Manager

TAB B

**KGLI(FM), KSEZ(FM), KSFT-FM, KMNS(AM), KWSL(AM)**

**Vacancy Data Form**

**Account Executive**

**Recruitment source referring hiree: Walk-in/Self Referral**

**Date of hire: 12/1/14**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<b>Word-of-Mouth</b>	No	0
2	<b>Iowa Workforce Development</b> 2508 Fourth Street Sioux City, IA 51101 Kay Christiansen 712-277-8540	No	0
3	<b>American Indian Council</b> 2508 Fourth Street Sioux City, IA 712-277-8548	No	0
4	<b>American Indian Services</b> Placement Director PO Box 1720 Sioux Falls, SD 57101	No	0
5	<b>Briar Cliff University</b> 3303 Rebecca Street Sioux City, IA 51103 Michelle Pratt 712-279-5455	No	0
6	<b>Creighton University</b> Placement/Career Services 2500 California Street Omaha, NE 68178	No	0
7	<b>Education Service Center/SC Public Schools</b> 1221 Pierce Street Sioux City, IA 51105 Angela Banks 712-277-8325	No	0
8	<b>Iowa Central Community College</b> 3309 Avenue M Fort Dodge, IA 50501 David Raedcker	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	<b>University of Iowa</b> 24 Philips Hall, Iowa City, IA 52242 Chris Wells 319-335-1024	No	0
10	<b>SC Human Rights Commission</b> 405 Sixth Street, City Hall, Lower Level Room 12 Sioux City, IA 51102 Karen Mackey 712-279-6985	No	0
11	<b>Sanford Center</b> 1700 Geneva Street Sioux City, IA 51103 George Boykin 712-252-0581	No	0
12	<b>South Dakota State University/Career &amp; Ac Place.</b> Box 511 Medary Commons Brookings, SD 57007 Susan Frederickson 605-688-4153	No	0
13	<b>Nat. Assn. Of Black Journalists</b> 8701-A Adelphi Rd. Adelphi, MD 50783-1716 Mr. Duane Crawley 301-445-7100	No	0
14	<b>University of South Dakota/Career Development</b> 414 East Clark Street Vermillion, SD 57069 605-677-5011	No	0
15	<b>Wayne State College/Career Services</b> 1111 Main Street Wayne, NE 68787 800-228-9972 Ext 732	No	0
16	<b>Little Priest Tribal College</b> 601 E. College Dr. Winnebago, NE 68071 Greg Bass, Jr. 402-878-2380	No	0
17	<b>Iowa Civil Rights Commission</b> Grimes State Office Building Des Moines, IA 50319-0201 Velora Vertz	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	<b>Iowa Lakes Community College</b> 300 S. 18 <sup>th</sup> St. Estherville, IA 51334 Diana Refsell 712-362-0604	No	0
19	<b>LaCasa Latina</b> 900 Jennings Street Sioux City, IA 51105 Christy Nicolaisen 712-252-4259	No	0
20	<b>League of United Latin American Citizens</b> 1911 Breese St. Muscatine, IA 52761	No	0
21	<b>League of United Latin American Citizens</b> PO Box 4616 Davenport, IA 52803	No	0
22	<b>Morningside College/Placement Career Services</b> 1501 Morningside Ave. Sioux City, IA 51106 712-274-5000	No	0
23	<b>NAACP</b> President Flora Lee PO Box 82 Sioux City, IA 51103 712-258-9391	No	0
24	<b>NAACP</b> Attn: Larry Carter PO Box 5036 Des Moines, IA 50306-5036	No	0
25	<b>American Institute of Business</b> 2500 Fleur Drive Des Moines, IA 50321 Carrie Blackburn 515-244-4221	No	0
26	<b>Des Moines Area Community College</b> 2006 S. Ankeny Blvd., Bldg. #1 Ankeny, IA 50021 Dave Reimers 515-964-6463	No	0
27	<b>Division of Persons with Disabilities</b> Lucas State Office Building Des Moines, IA 50319 Jill Avery 515-242-6334	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	<b>DMACC – Des Moines/Urban Campus</b> 100 7 <sup>th</sup> St. Des Moines, IA 50314 515-244-4226	No	0
29	<b>Drake University</b> 2507 University Ave. Des Moines, IA 50311 Annmarie McGowen 515-271-3721	No	0
30	<b>Grand View College</b> 1200 Grandview Ave. Des Moines, IA 50316 Megan Hogan 515-263-2888	No	0
31	<b>Hamilton College</b> 4655 – 121 <sup>st</sup> Street Urbandale, IA 50323 Lori Orthaus 515-727-2100	No	0
32	<b>Hawkeye Community College</b> 515 Beech Street Waterloo, IA 50703 Gloria Stigler 319-296-2320	No	0
33	<b>Iowa Dept. of Human Rights</b> Lucas State Office Building Des Moines, IA 50319 William Brand 515-242-5655	No	0
34	<b>Iowa Division of the Status of African Americans</b> Lucas State Office Building, Des Moines, IA 50319 Kim Checks 319-281-3274	No	0
35	<b>Illinois State University</b> 185 Student Services Bldg. Normal, IL 61790 Michael Schermer 309-438-2200	No	0
36	<b>Iowa State University</b> 141 Curtiss Hall Ames, IA 50111-2047 Mike Gaul 515-294-9490	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	<b>Iowa Wesleyan College</b> 601 N. Main St. Mt Pleasant, IA 52641 Joyce Halverson 800-582-2383	No	0
38	<b>Iowa Western Community College</b> 2700 College Rd. Council Bluffs, IA 51502 Hugh Irwin 712-325-3200	No	0
39	<b>Jackson State University</b> PO Box 18449 Jackson, MS 39217 601-976-2477	No	0
40	<b>Loras College</b> 1450 Alta Vista St. Dubuque, IA 52004 Bobbi Martin 563-588-7922	No	0
41	<b>University of Northern Iowa</b> SSC #19 Cedar Falls, IA 50614 Clark Elmer 319-273-6857	No	0
42	<b>Luther College</b> 700 College Dr. Decorah, IA 52101 Mark Peltz 563-387-1025	No	0
43	<b>Martin L. King Center</b> 515 Beach St. Waterloo, IA 52001 Gloria Stigler 319-234-7543	No	0
44	<b>Minorities in Broadcast Training Program</b> PO Box 37132 Century City, CA 90067 Patrice Williams 310-551-1035	No	0
45	<b>Northwestern College</b> 208 – 8 <sup>th</sup> St. SW Orange City, IA 51041 Bill Minnick 712-707-7225	No	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
46	<b>Northwestern University</b> 630 Lincoln St. Evanston, IL 60208 Lonnie Dunlap 847-467-5718	No	0
47	<b>S.W. Wisconsin Technical College</b> 1800 Bronson Fennimore, WI 53809 Sheila Martin 800-362-3322	No	0
48	<b>Scott Community College</b> 500 Belmont Rd. Bettendorf, IA 52722 563-441-4020	No	0
49	<b>Simpson College</b> 701 N. C Street Indianola, IA 50125 Ann Greubel 515-961-1667	No	0
50	<b>St. Ambrose University</b> 518 W. Locust St. Davenport, IA 52803 563-333-6300	No	0
51	<b>Columbia College</b> 600 S. Michigan Chicago, IL 60605 Matt Green 312-344-7281	No	0
52	<b>Walk-In/Self-Referral</b>	No	1
53	<b>Blackhawk College</b> 6600 – 34 <sup>th</sup> Avenue Moline, IL 61265 Christina Green 309-796-5000	No	0
54	<b>Broadcast Education Association</b> 1771 N Street NW Washington, DC 20036 Louisa Nelson 202-429-5354	No	0
55	<b>Central College</b> 812 University Pella, IA 50219 Pat Joachim-Kitzman 641-628-5271	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
56	<b>Clarke College</b> 1550 Clarke Dr, Dubuque, IA 52001 Marsha Intveld	No	0
57	<b>Iowa Division of Latino Affairs</b> Lucas State Office Building Des Moines, IA 50319 Liz Salina-Newby	No	0
58	<b>Coe College</b> 1220 1st Ave. NE Cedar Rapids, IA 52402 Judi Dirks	No	0
59	<b>Department of Veterans Affairs</b> 7700 NW Beaver Johnston, IA 50131 Patrick Palmersheim	No	0
60	<b>Iowa Workforce Development</b> 1000 East Grand Des Moines, IA 50390 Tony Dietsch	No	0
61	<b>Northwest Missouri State University</b> 800 University Drive Maryville, MO 64468 Joan Schneider	No	0
62	<b>UNI-CUE</b> 800 Sycamore Street Waterloo, IA 50703 Karen McNeil	No	0
63	<b>University of Dubuque</b> 2000 University Dubuque, IA 50703 Deb Clarke	No	0
64	<b>National Association of Broadcasters</b> 1771 N Street NW Washington, DC 20036 Hatim Hamer	No	0
65	<b>University of Missouri</b> 130 Jesse Hall Columbia, MO 65211 Joseph Johnson	No	0
66	<b>University of Wisconsin/Platteville</b> 1 University Plaza Platteville, WI 53818 Diana Trendt	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
67	<b>William Penn University</b> 201 Trueblood Ave. Oskaloose, IA 52577 Marsha Riordan	No	0
68	<b>Wartburg College</b> 100 Wartburg Blvd Waverly, IA 50677 Derek Solheim	No	0
69	<b>Iowa Lakes Community College</b> 3200 Lakes Comm. College Emmetsburg, IA 50536	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			1



June 23, 2014

**Account Executive Job Opening**

Clear Channel Radio (KGLI-FM, KSEZ-FM, KSFT-FM, KWSL-AM, KMNS-AM)  
Clear Channel Sioux City is looking for a **bi-lingual** Account Executive.

An account manager is needed for ALL STATIONS (KGLI 95.5, KSEZ 97.9, KSFT 107.1, KMNS 620AM, KWSL 1470AM). We are seeking a person with a strong desire to succeed in a competitive, fun and friendly work atmosphere. Experience in Sales required, preferably media sales; **Bi-lingual required**. We are looking for someone with an outgoing personality, self-starter, well-organized and motivated. Reliable transportation and a driver's license are essential requirements.

Clear Channel Sioux City is a fast paced, friendly environment that offers a terrific benefit package that includes medical, dental, 401k, ESPP, EAP, paid vacation and sick leave.

Resumes and applications will be taken until July 11, 2014.

**No Phone Calls Please!**

Please send resume to:

Kelli Erickson  
Clear Channel Radio  
1113 Nebraska Street  
Sioux City, IA 51105

Or stop in at:

1113 Nebraska Street (8am-5pm, M-F) to fill out an application.

Clear Channel is an equal opportunity employer. We believe our creativity and productivity are best when we bring together people of all backgrounds and ethnicities. Therefore, Clear Channel strongly encourages men and women of all races and backgrounds to apply for positions for which they are qualified.

Clear Channel hires employees based on their experience, talent, and qualifications for the job. Discrimination or harassment based on race, sex, religion, creed, color, national origin, age, disability, or any other legally protected classification is STRICTLY PROHIBITED.

Suzanne Woodruff  
American Indian Council  
2508 4th Street  
Sioux City, IA 51101

American Indian Services  
PO Box 1720  
Sioux Falls, SD 57101

Carrie Blackburn  
American Institute of Business  
2500 Fleur Dr  
Des Moines, IA 50321

Christina Green  
Blackhawk College  
6600 - 34th Ave.  
Moline, IL 61265

Placement Director  
Briar Cliff University  
3303 Rebecca St  
Sioux City, IA 51103

Broadcast Education Association  
1771 N Street NW  
Washington, DC 20036

Pat Joachim-Kitzman  
Central College  
812 University  
Pella, IA 50219

Marsha Intveld  
Clarke College  
1550 Clarke Dr  
Dubuque, IA 52001

Judi Dirks  
Coe College  
1220 1st Ave NE  
Cedar Rapids, IA 52402

Matt Green  
Columbia College  
600 S Michigan Ave  
Chicago, IL 60605

Placement Director  
Creighton University  
2500 California St  
Omaha, NE 68178

Patrick Palmersheim  
Dept of Veterans Affairs  
7700 NW Beaver  
Johnston, IA 50131

Dave Reimers  
Des Moines Area Comm. College  
2006 S Ankeny Blvd. Bldg 1  
Ankeny, IA 50021

Jill Avery  
Division of Persons with Disabilities  
Lucas State Office Bldg.  
Des Moines, IA 50319

Amy Howell  
DMACC-Des Moines/Urban  
Campus  
100 7th Street  
Des Moines, IA 50314

Annmarie McGowan  
Drake University  
2507 University Ave.  
Des Moines, IA 50311

Angela Banks  
Education Service Center  
1221 Pierce Street  
Sioux City, IA 51105

Megan Hogan  
Grand View College  
1200 Grandview Ave  
Des Moines, IA 50316

Lori Orthaus  
Hamilton College  
4655 - 121st Street  
Urbandale, IA 50323

Gloria Stigler  
Hawkeye Comm. College  
515 Beech Street  
Waterloo, IA 50703

Karen Mackey  
Sioux City Human Rights  
Commission  
405 6th Street  
Sioux City, IA 51101

Michael Schermer  
Illinois State University  
185 Student Services Bldg.  
Normal, IL 61790

David Raedeker  
Iowa Central Comm. College  
3309 Avenue M  
Fort Dodge, IA 50501

Velora Vertz  
Iowa Civil Rights Commission  
Grimes State Office Bldg.  
Des Moines, IA 50319

William Brand  
Iowa Dept. of Human Rights  
Lucas State Office Bldg.  
Des Moines, IA 50319

Liz Salinas-Newby  
Iowa Division of Latino Affairs  
Lucas State Office Bldg.  
Des Moines, IA 50319

Kim Cheeks  
Iowa Div. of the Status of African  
Americans  
Lucas State Office Bldg.  
Des Moines, IA 50319

Placement Director  
Iowa Lakes Comm. College  
300 S 18th Street  
Esterville, IA 51334

Diana Refsell  
Iowa Lakes Comm. College  
3200 Lakes Comm. College  
Emmetsburg, IA 50536

Mike Gaul  
Iowa State University  
141 Curtiss Hall  
Ames, IA 50011

Joyce Halverson  
Iowa Wesleyan College  
601 N Main Street  
Mt Pleasant, IA 52641

Hugh Irwin  
Iowa Western Comm. College  
2700 College Rd.  
Council Bluffs, IA 51502

Kay Christiansen  
Iowa Workforce Development  
2508 - 4th Street  
Sioux City, IA 51101

Tony Dietsch  
Iowa Workforce Development  
1000 East Grand  
Des Moines, IA 50390

Sylvia Watley  
Jackson State University  
PO Box 18449  
Jackson, MS 39217

Christy Nicolaisen  
La Casa Latina  
900 Jennings Street  
Sioux City, IA 51105

Greg Bass, Jr  
Little Priest Tribal College  
601 E College Dr  
Winnebago, NE 68071

Bobby Martin  
Loras College  
1450 Alta Vista St  
Dubuque, IA 52004

Rosa Mendoza  
LULAC  
1911 Breese  
Muscatine, IA 52761

Vic Salvador  
LULAC  
PO Box 4616  
Davenport, IA 52803

Mark Peltz  
Luther College  
700 College Dr  
Decorah, IA 52101

Gloria Stigler  
Martin Luther King Center  
515 Beach St  
Waterloo, IA 52001

Patrice Williams  
Minorities in Broadcasting  
PO Box 37132  
Century City, CA 90067

Stacie Hays  
Morningside College  
1501 Morninside Ave.  
Sioux City, IA 51106

Larry Carter  
NAACP  
PO Box 5036  
Des Moines, IA 50306

Flora Lee  
NAACP  
PO Box 82  
Sioux City, IA 51103

Duane Carwley  
National Assoc. of Black Journalists  
8701 - A Adelphi Rd.  
Adelphi, MD 20783

Hatim Hamer  
Nat'l Assoc. of Broadcasters  
1771 N Street NW  
Washington, DC 20036

Joan Schneider  
Northwest Missouri State University  
800 University Dr  
Maryville, MO 64468

Bill Minnick  
Northwestern College  
208 - 8th St. SW  
Orange City, IA 51041

Lonnie Dunlap  
Northwestern University  
630 Lincoln St  
Evanston, IL 60208

Sheila Martin  
SW Wisconsin Tech College  
1800 Bronson  
Fennimore, WI 53809

George Boykin  
Sanford Center  
1700 Geneva St  
Sioux City, IA 51103

Amy D'Shaughnessy  
Scott Community College  
500 Belmont Rd  
Bettendorf, IA 52722

Ann Greubel  
Simpson College  
701 N. C Street  
Indianola, IA 50125

Susan Fredrikson  
South Dakota State University  
Box 511, SDSU  
Brookings, SD 57007

Kim Matteson  
St Ambrose University  
518 W Locust St  
Davenport, IA 52803

Karen McNeil  
UNI-CUE  
800 Sycamore St  
Waterloo, IA 50703

Deb Clarke  
University of Dubuque  
2000 University  
Dubuque, IA 50703

Chris Wells  
University of Iowa  
24 Phillipps Hall  
Iowa City, IA 52242

Joseph Johnson  
University of Missouri  
130 Jesse Hall  
Columbia, MO 65211

University of Northern Iowa  
GIL 245  
Cedar Falls, IA 50614

Placement Director  
University of South Dakota  
414 E Clark St  
Vermillion, SD 57069

Diana Trendt  
University of Wisconsin/Platteville  
1 University Plaza  
Platteville, WI 53818

Derek Solheim  
Wartburg College  
100 Wartburg Blvd  
Waverly, IA 50677

Career Services  
Wayne State College  
1111 Main Street  
Wayne, NE 68787

Marsha Riordan  
William Penn University  
201 Trueblood Ave  
Oskaloosa, IA 52577

# KGLI, KMNS, KSEZ, KSFT-FM, KWSL

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Re-hire  
Date of hire: 4/1/2016

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	American Institute of Business 2500 Fleur Dr Des Moines, Iowa 50321 Carrie Blackburn Manual Posting	N	0
2	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51103 Phone : 712-279-5410 Email : humanresources@briarcliff.edu Beau Sudtelgte	N	0
3	Central College 812 University Pella, Iowa 50219 Pat Joachim-Kitzman Manual Posting	N	0
4	Clarke College 1550 Clarke Dr Dubuque, Iowa 52001 Marsha Intveld Manual Posting	N	0
5	Coe College 1220 1st Ave NE Cedar Rapids, Iowa 52402 Judi Dirks Manual Posting	N	0
6	Creighton University 2500 California St Omaha, Nebraska 68178 Placement Director Manual Posting	N	0
7	Dept of Veterans Affairs 7700 NW Beaver Johnston, Iowa 50131 Patrick Palmersheim Manual Posting	N	0



# KGLI, KMNS, KSEZ, KSFT-FM, KWSL

## Vacancy Data Form

### Account Executive

**Recruitment source referring hiree: Re-hire**  
**Date of hire: 4/1/2016**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
8	Des Moines Area Comm. College 100 7th Street Des Moines, Iowa 50314 Dave Reimers Manual Posting	N	0
9	Des Moines Area Community College 2006 S Ankeny Blvd. Ankeny, Iowa 50021 Url : <a href="http://www.collegecentral.com/dmacc">www.collegecentral.com/dmacc</a> Email : <a href="mailto:careers@dmacc.edu">careers@dmacc.edu</a> Sara Clayton	N	0
10	Division of Persons with Disabilities Lucas State Office Bldg. Des Moines, Iowa 50319 Jill Avery Manual Posting	N	0
11	Drake University 2507 University Ave. Des Moines, Iowa 50311 Annmarie McGowan Manual Posting	N	0
12	Employee Referral	N	1
13	Hamilton College 4655 - 121st Street Urbandale, Iowa 50323 Lori Orthaus Manual Posting	N	0
14	Hawkeye Comm. College 515 Beech Street Waterloo, Iowa 50703 Gloria Stigler Manual Posting	N	0

# KGLI, KMNS, KSEZ, KSFT-FM, KWSL

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Re-hire  
Date of hire: 4/1/2016

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
15	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
17	Iowa Central Comm. College 3309 Avenue M Fort Dodge, Iowa 50501 David Raedeker Manual Posting	N	0
18	Iowa Civil Rights Commission Grimes State Office Bldg. Des Moines, Iowa 50319 Velora Vertz Manual Posting	N	0
19	Iowa Dept. of Human Rights Lucas State Office Bldg. Des Moines, Iowa 50319 William Brand Manual Posting	N	0
20	Iowa Div. of the Status of African Americans Lucas State Office Bldg. Des Moines, Iowa 50319 Kim Cheeks Manual Posting	N	0

# KGLI, KMNS, KSEZ, KSFT-FM, KWSL

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Re-hire  
Date of hire: 4/1/2016

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
21	Iowa Division of Latino Affairs Lucas State Office Bldg. Des Moines, Iowa 50319 Liz Salinas-Newby Manual Posting	N	0
22	Iowa Lakes Comm. College 300 S 18th Street Esterville, Iowa 51334 Placement Director Manual Posting	N	0
23	Iowa Lakes Community College 3200 College Drive Emmetsburg, Iowa 50536 Phone : 712-852-3554 Fax : 1-712-852-2152 Tom Brotherton	N	0
24	Iowa State University 141 Curtiss Hall Ames, Iowa 50011 Mike Gaul Manual Posting	N	0
25	Iowa Wesleyan College 601 N Main Street Mt Pleasant, Iowa 52641 Joyce Halverson Manual Posting	N	0
26	Iowa Western Comm. College 2700 College Rd. Council Bluffs, Iowa 51502 Hugh Irwin Manual Posting	N	0

# KGLI, KMNS, KSEZ, KSFT-FM, KWSL

## Vacancy Data Form

### Account Executive

**Recruitment source referring hiree: Re-hire**

**Date of hire: 4/1/2016**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
27	Iowa Workforce Development 2508 - 4th Street Sioux City, Iowa 51101 Kay Christiansen Manual Posting	N	0
28	Iowa Workforce Development 100 East Grand Des Moines, Iowa 50390 Phone : 712-352-3480 ext 45137 Fax : 1-712-352-3487 Lyndsay Henderson	N	0
29	La Casa Latina 900 Jennings Street Sioux City, Iowa 51105 Christy Nicolaisen Manual Posting	N	0
30	League of United Latin American Citizens 1911 Breese Muscatine, Iowa 52761 Rosa Mendoza Manual Posting	N	0
31	Little Priest Tribal College 601 E College Dr Winnebago, Nebraska 68071 Greg Bass, Jr Manual Posting	N	0
32	Loras College 1450 Alta Vista St Dubuque, Iowa 52004 Bobby Martin Manual Posting	N	0

# KGLI, KMNS, KSEZ, KSFT-FM, KWSL

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Re-hire  
Date of hire: 4/1/2016

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
33	LULAC Council 10 PO Box 4616 Davenport, Iowa 52808 Phone : 563-381-7807 Url : <a href="http://www.lulac10.org/contact.html">http://www.lulac10.org/contact.html</a> Email : <a href="mailto:matthewcasillas@gmail.com">matthewcasillas@gmail.com</a> Matthew Casillas	N	0
34	Luther College 700 College Dr Decorah, Iowa 52101 Mark Peltz Manual Posting	N	0
35	Martin Luther King Center 515 Beach St Waterloo, Iowa 52001 Gloria Stigler Manual Posting	N	0
36	Morningside College 1501 Morninside Ave. Sioux City, Iowa 51106 Stacie Hays Manual Posting	N	0
37	NAACP PO Box 5036 Des Moines, Iowa 50306 Larry Carter Manual Posting	N	0
38	NAACP Sioux City PO Box 82 Sioux City, Iowa 51102 Url : <a href="http://www.scaacp.com">www.scaacp.com</a> Email : <a href="mailto:scaacp@gmail.com">scaacp@gmail.com</a> Flora Lee	N	0

# KGLI, KMNS, KSEZ, KSFT-FM, KWSL

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Re-hire

Date of hire: 4/1/2016

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
39	Northwestern College 208 - 8th St. SW Orange City, Iowa 51041 Bill Minnick Manual Posting	N	0
40	On-air Announcement (1 or more SEU stations) 1113 Nebraska St Sioux City, Iowa 51105 Phone : 712-258-5595 Lottie White Manual Posting	N	0
41	Re-hire	N	1
42	Sanford Center 1700 Geneva St Sioux City, Iowa 51103 George Boykin Manual Posting	N	0
43	Scott Community College 500 Belmont Rd Bettendorf, Iowa 52722 Rochelle Carlson Manual Posting	N	0
44	Sioux City Human Rights Commission 405 6th Street Sioux City, Iowa 51101 Karen Mackey Manual Posting	N	0
45	St Ambrose University 518 W Locust St Davenport, Iowa 52803 Kim Matteson Manual Posting	N	0

# KGLI, KMNS, KSEZ, KSFT-FM, KWSL

## Vacancy Data Form

### Account Executive

Recruitment source referring hiree: Re-hire

Date of hire: 4/1/2016

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
46	University of Dubuque 2000 University Dubuque, Iowa 50703 Deb Clarke Manual Posting	N	0
47	University of Iowa 24 Phillipps Hall Iowa City, Iowa 52242 Chris Wells Manual Posting	N	0
48	University of Northern Iowa GIL 245 Cedar Falls, Iowa 50614 Career Services Manual Posting	N	0
49	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Placement Director Manual Posting	N	0
50	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Derek Solheim Manual Posting	N	0
51	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Career Services Manual Posting	N	0

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**

**Vacancy Data Form**

**Account Executive**

Recruitment source referring hiree: Re-hire

Date of hire: 4/1/2016

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
52	Western Iowa Tech Community College 4647 Stone Ave. Sioux City, Iowa 51106 Phone : 800-352-4949 Url : www.meetyournewcareer.com Email : jobs@witcc.edu Fax : 1-712-274-6412 Human Resources	N	0
53	William Penn University 201 Trueblood Ave Oskaloosa, Iowa 52577 Marsha Riordan Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>



StouxCityIA Market  
 KGII-FM, KMNS-AM, KSEZ-FM, KSFT-FM,  
 KWLS-AM  
 Shirley Dicus-Business Manager  
 Remit To: IHEARTMEDIA  
 5865 COLLECTION CENTER DRIVE  
 CHICAGO, IL 60693  
 Phone: (712)258-5595



06072810

INVOICE: 1025216403

Heart Communications  
 1113 Nebraska St  
 Sioux City, IA 51105

Advertiser No.: 356  
 Heart Communications  
 Order: 1125217200  
 Co-op: No  
 Invoice Date: 03/31/2016  
 Payment Due: 04/30/2016  
 AE: ERICKSON, KELLI

Billing Type: Calendar

Note 1: AE RECRUITMENT

Invoice Summary:  
 No. of Spots/Misc: 216/0  
 Gross Spot Billing: \$0.00  
 Agency Commission: \$0.00  
 Net Spot Billing: \$0.00

This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

Invoice: 1025216403 Advertiser: iHeart Communications  
 Market: SIOUX CITY Station: KMNS-AM  
 Order Line Days By Week Revenue Type Ordered Bind To Rate

Order Line	Days	By Week	Revenue Type	Ordered	Bind To	Rate			
2	TH-FSSu	15	Local-Dirct	Commercial	05:00-00:23:59:59	\$0.00			
	ISCL/SPOT TITLE			AIRSD	DATE	TIME	LEN	MG	RATE
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/24/16	10:20 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/24/16	02:16 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/24/16	08:22 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/24/16	09:22 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/25/16	05:16 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/25/16	05:45 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/25/16	08:01 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/25/16	11:48 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/26/16	05:14 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/26/16	05:55 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/26/16	11:57 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/26/16	02:57 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/27/16	05:15 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/27/16	12:15 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/27/16	05:05 PM	30		\$0.00
6	MTWTFSSu	20	Local-Dirct	Commercial	05:00-00:23:59:59	\$0.00			
	ISCL/SPOT TITLE			AIRSD	DATE	TIME	LEN	MG	RATE
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/28/16	08:37 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/28/16	01:56 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/28/16	08:16 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/29/16	02:56 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/29/16	09:52 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/29/16	02:56 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/30/16	09:33 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/30/16	07:43 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/30/16	10:17 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/31/16	10:59 AM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/31/16	07:42 PM	30		\$0.00
	IHEART COMM/AE RECRUITMENT/30		Commercial	AIRSD	03/31/16	10:58 PM	30		\$0.00

Totals for Station: KMNS-AM No. of Spots/Misc: 27/0 Gross Amt: \$0.00

Invoice: 1025216403

Advertiser: Heart Communications

06072830

Market	SIoux CITY	Station	KSTP-FM	Order	Bind To	Rate
Order Line	Days	By Week	Revenue Type	Ordered	Bind To	Rate

Line	Order Line	Days	By Week	Revenue Type	Order	Bind To	Rate
4							
THSSn	Local Direct	Commercial	05:00:00-23:59:59				
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/24/16	06:42 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/24/16	12:21 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/24/16	04:51 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/24/16	09:22 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/25/16	12:23 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/25/16	03:20 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/25/16	09:17 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/25/16	10:29 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/26/16	05:15 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/26/16	10:18 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/26/16	03:14 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/26/16	10:41 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/27/16	05:14 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/27/16	11:57 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/27/16	05:14 PM	30	\$0.00	
MTWTFSSn	Local Direct	Commercial	05:00:00-23:59:59				
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/28/16	05:28 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/28/16	12:48 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/28/16	05:24 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/29/16	06:38 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/29/16	12:18 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/29/16	06:16 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/30/16	08:54 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/30/16	01:19 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/30/16	07:45 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/31/16	09:42 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/31/16	04:53 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/31/16	08:44 PM	30	\$0.00	
Totals for Station: KSTP-FM No. of Spots/Misc: 27/0 Gross Amt: \$0.00							

Invoice: 1025216403

Advertiser: Heart Communications

06072830

Market	SIoux CITY	Station	RMNS-AM	Order	Bind To	Rate
Order Line	Days	By Week	Revenue Type	Ordered	Bind To	Rate

Line	Order Line	Days	By Week	Revenue Type	Order	Bind To	Rate
11							
THSSn	Local Direct/Streaming	Commercial	05:00:00-23:59:59				
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/24/16	05:42 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/24/16	09:00 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/24/16	02:55 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/24/16	07:11 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/25/16	06:55 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/25/16	11:47 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/25/16	06:16 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/25/16	09:00 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/26/16	08:16 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/26/16	01:18 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/26/16	06:00 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/27/16	10:36 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/27/16	09:55 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/27/16	04:05 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/27/16	10:20 PM	30	\$0.00	
MTWTFSSn	Local Direct/Streaming	Commercial	05:00:00-23:59:59				
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/28/16	06:43 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/28/16	12:56 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/28/16	06:17 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/29/16	08:00 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/29/16	01:46 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/29/16	08:00 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/30/16	08:00 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/30/16	02:44 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/30/16	06:55 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/31/16	09:00 AM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/31/16	03:16 PM	30	\$0.00	
ISCL/SPOT TITLE	HEART COMM/AE RECRUITMENT730	Commercial	03/31/16	09:48 PM	30	\$0.00	
Totals for Station: RMNS-AM No. of Spots/Misc: 27/0 Gross Amt: \$0.00							



Market: SIOUX CITY Station: RSFT-FM

Order Line Days By Week Revenue Type Ordered Bind To Rate

15	TRFSSN	15	Local Direct-Streaming	Commercial	05:00-06:23:59:59	06:16 AM	30		\$0.00
	ISCL/SPOT TITLE			Commercial	03/28/16	06:16 AM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/28/16	10:48 AM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/24/16	03:44 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/24/16	08:16 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/29/16	07:42 AM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/25/16	12:21 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/25/16	04:16 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/25/16	09:40 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/28/16	09:12 AM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/29/16	01:46 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/28/16	06:15 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/28/16	11:00 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/27/16	10:27 AM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/27/16	04:42 PM	30		\$0.00
	HEART COMMVAE RECRUITMENT30			Commercial	03/27/16	11:14 PM	30		\$0.00

16 MWTMTRFSSN 20 Local Direct-Streaming Commercial 05:00-06:23:59:59

ISCL/SPOT TITLE	AIRED	DATE	TIME	LEN	MG	RATE
HEART COMMVAE RECRUITMENT30	Commercial	03/28/16	06:29 AM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/28/16	12:44 PM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/28/16	06:13 PM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/29/16	07:31 AM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/29/16	01:43 PM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/29/16	07:43 PM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/30/16	08:15 AM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/30/16	02:44 PM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/30/16	08:45 PM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/31/16	09:24 AM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/31/16	03:13 PM	30		\$0.00
HEART COMMVAE RECRUITMENT30	Commercial	03/31/16	09:41 PM	30		\$0.00

Totals for Station: RSFT-FM No. of Spots/Misc: 27/0 Gross Amt: \$0.00

Totals for Market: SIOUX CITY No. of Spots/Misc: 216/0 Gross Amt: \$0.00

Totals for Invoice: No. of Spots/Misc: 216/0 Gross Amt: \$0.00

SiouxCity/IA Market  
 KGLL-FM, KMNS-AM, KSEZ-FM, KSFT-FM,  
 KWSL-AM  
 Shirey Dicus-Business Manager  
 Remit To: IHEARTMEDIA  
 5865 COLLECTION CENTER DRIVE  
 CHICAGO, IL 60693  
 Phone: (712)258-5595

INVOICE: 1025216533



Advertiser No.: 356  
 iHeart Communications  
 Order: 1125217200  
 Co-op: No  
 Invoice Date: 04/10/2016  
 Payment Due: 05/10/2016  
 AE: ERICKSON, KELLI

Billing Type: Calendar

Note 1: AE RECRUITMENT CPE

Invoice Summary:  
 No. of Spots/Misc: 64/0  
 Gross Spot Billing: \$0.00  
 Agency Commission: \$0.00  
 Net Spot Billing: \$0.00

This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

TAB C

**KGLI(FM), KSEZ(FM), KSFT-FM, KMNS(AM), KWSL(AM)  
RECRUITMENT INITIATIVES FORM**

**October 1, 2014 – September 30, 2015**

	<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participation in job fair	9/25/2015	Our SEU participated in a Broadcasters Career Fair at the Sioux City College Center. Station participants included our EEO Officer and Business Manager. While at the fair, our SEU collected resumes from attendees and discussed career opportunities in broadcasting.



1

David Washburn  
Director of Programming & Marketing  
3135 Floyd Boulevard  
Sioux City, IA 51108  
[dwashburn@ktiv.com](mailto:dwashburn@ktiv.com)

Lottie White  
iHeart Media  
1113 Nebraska Street  
Sioux City, IA 51102

September 28, 2015

Lottie:

Thanks to you and iHeart Media for partnering on the 2015 Siouxland Broadcasting Career Fair at College Center in South Sioux City, Nebraska on September 25, 2015.

Sincerely,

David Washburn  
Director of Programming & Marketing  
KTIV Television, Inc.

**KGLI(FM), KSEZ(FM), KSFT-FM, KMNS(AM), KWSL(AM)  
RECRUITMENT INITIATIVES FORM**

**October 1, 2015 – September 30, 2016**

	<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participation in events or programs sponsored by educational institutions	11/17/2015	Our SEU's Market President supervised a local student doing a research project that involved analyzing our SEU's operations and structure. The project was designed to provide the student with an in-depth understanding of how our SEU runs on a daily basis. As part of the project, the student also met with our Market President to discuss the career opportunities available at our SEU.
2.	Hosting of Job Fair	5/25/2016	Our SEU hosted and participated in a job fair at the Stoney Creek Inn. Our SEU coordinated and promoted this event in the local community and set up a booth to collect resumes and speak with attendees about career opportunities in broadcasting. Station participants included Market President, Sales Manager and Operations Manager.
3.	Participation in Job Fairs	9/14/2016	Our SEU participated in the Morningside College job fair. At the fair, our SEU handed out information about job opportunities at our stations and how to apply for open positions. We also answered attendee questions about the radio industry. Station participants included our Business Manager and EEO Compliance Officer.
4.	Participation in events or programs sponsored by educational institutions	9/15/2016	Our SEU's Market President was a guest lecturer for the media sales class at Morningside College. The lecture covered the skills needed to succeed in media sales and different career paths available in the broadcasting industry.
5.	Participation in Job Fairs	9/19/2016	Our SEU participated in a Broadcasters Career Fair held at Briar Cliff University. At the fair, our SEU set up a booth to collect resumes and speak with attendees about career opportunities in broadcasting.
6.	Provision of training to management	9/28/2016	Our Business Manager completed an online training program provided by iHeartMedia corporate entitled "Valuing Diversity," which covered topics such as preventing discrimination in the workplace.

Erickson, Kelli

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From: D: [redacted]@morningside.edu>  
Sent: Thursday, September 17, 2015 11:29  
To: Erickson, Kelli  
Cc:  
Subject: Project for my students

Kelli... a project in my Media Management class asks students to do an analysis of a local media outlet. Below is the full explanation of the assignment, so you're aware of what they are being asked to do.

Company Analysis—(with thanks to David Sabaini, Indiana State Univ.) This assignment requires you and a partner to study all aspects of a media outlet's operations. You may choose any radio or TV station or cable company, newspaper, magazine, advertising agency, or other media outlet for this assignment as long as no one in the class has previously elected to study that organization. *Note: you are strongly encouraged to study a LOCAL operation, as substantial exposure to the outlet's product and at least one visit to the outlet are required to complete this assignment.* The goal of the assignment is to gain an in-depth understanding of one firm's finances, products, organizational structure, etc. This report should NOT include proprietary information, nor should the media outlet be asked to provide such proprietary and/or confidential information. The end product of this assignment will be both a written paper (4-5 pages) and an in-class presentation of 10-12 minutes. Due date for the completed project is 10pm, Nov.24

Students [redacted] have chosen to do their analysis of KSFT 107.1, but I hope they'll talk to you about the entire iHeart Media setup in Sioux City. You should expect a call from them in the near future. They'll want to set up a meeting with you. I hope you'll be able to find a few minutes to spend with

Thanks in advance.

D

D  
Assistant Professor & Chair, Dept. of Mass Communication  
Morningside College  
1501 Morningside Ave.  
Sioux City, IA 51106  
Office:  
Email:

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## FW: Morningside Media Management Student

Erickson, Kelli

Reply all |

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**From:** M  
**Sent:** Friday, November 13, 2015 9:25 AM  
**To:** Erickson, Kelli  
**Subject:** Re: Morningside Media Management Student

Tuesday at 10 would be great! If you could please send me the address that would be helpful as well. Thank you again!

On Friday, November 13, 2015, Erickson, Kelli wrote:

Hi

It would be my pleasure to meet with you.

Here are some possibilities... let me know what works best for you.

Tuesday 10a

Tuesday 2p

Thursday 10a

Thursday 2p

I also have some openings on Friday, if neither Tuesday nor Thursday work for you.

Let me know.

Thanks!

Kelli Erickson  
Market President | Sioux City  
iHeartMedia  
KG95 – Z98 – KISS FM – Fox Sports – La Preciosa

Reaching a quarter billion consumers every month  
Radio/Digital/Outdoor/Mobile/Social/Events

**From:** M  
**Sent:** Thursday, November 12, 2015 6:07 PM  
**To:** Erickson, Kelli  
**Subject:** Morningside Media Management Student

Hello Kelli,

My name is M attend Morningside College. I am a mass communications major and have a project for my Media Management class requiring us to have a meeting with a manager of a media outlet. My teacher is D and he gave me your email. I was wondering if you would have any time available in the next week to schedule a meeting with and my partner.

Thank you very much and i hope to hear back soon!

M  
(818)



# Hundreds of Candidates Delivered

iHeartMedia is connecting you with hundreds of job seekers in the Tri-State Region, face-to-face with recruiters from major employers, small businesses, and schools.

Presented by



**Event Date:**

**Wed, May 25**

**10a-2p**

**Location:**

**Stoney Creek Inn  
Conference Center**

**iHeartJOBFAIR**

**Careers ■ Training ■ Education**

## Marketing Options

- Plan "A" - \$** : Includes a 10 x 10 booth plus the following :30-second advertising schedule:

Station	Daypart	On Air	Online
KG95	Sat-Tue/5:30a-10:00p	10x	10x
KMNS	Sat-Tue/5:30a-10:00p	10x	10x
Z98	Sat-Tue/5:30a-10:00p	10x	10x
KWSL	Sat-Tue/5:30a-10:00p	10x	10x
KISS	Sat-Tue/5:30a-10:00p	10x	10x
Total		50x	50x

- Plan "B" - \$** : Includes a 10 x 10 booth plus the following :15-second advertising schedule:

Station	Daypart	On Air	Online
KG95	Sat-Tue/5:30a-10:00p	10x	10x
KMNS	Sat-Tue/5:30a-10:00p	10x	10x
Z98	Sat-Tue/5:30a-10:00p	10x	10x
KWSL	Sat-Tue/5:30a-10:00p	10x	10x
KISS	Sat-Tue/5:30a-10:00p	10x	10x
Total		50x	50x

- Plan "C" - \$** Includes a 10 x 10 booth
- Digital - \$** Your company logo and link on our Job Fair page on our 5 station websites, promoted on-air and in social media.
- Electrical Needed**

Client Signature

*No refunds will be issued for cancellations less than 21 days prior to event. For cancellations after the deadline, a credit will be issued and can be used for regular advertising for the 30 day period following the event.*



**Erickson, Kelli**

---

**From:** D <@morningside.edu>  
**Sent:** Thursday, September 15, 2016 09:43  
**To:** Erickson, Kelli  
**Subject:** RE: Confirming...RE: Guest speaker in class again?

Kelli...there are 7 students in this class. See you soon...

D

D

Assistant Professor & Chair, Dept. of Mass Communication  
Morningside College  
1501 Morningside Ave.  
Sioux City, IA 51106

Email: [ingside.edu](mailto:ingside.edu)

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**From:** Erickson, Kelli [mailto:\_\_\_\_\_  
**Sent:** Thursday, September 15, 2016 7:43 AM  
**To:** D <\_\_\_\_\_  
**Subject:** RE: Confirming...RE: Guest speaker in class again?

Good Morning!  
How many students will be in today's class? Bringing a couple handouts and want to have enough.  
Thanks!

**Kelli Erickson**  
Market President | Sioux City  
iHeartMedia  
KG95 – Z98 – KISS FM – Fox Sports – La Preciosa

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Radio/Digital/Outdoor/Mobile/Social/Events

---

**From:** D <\_\_\_\_\_  
**Sent:** Thursday, September 8, 2016 1:05 PM  
**To:** Erickson, Kelli  
**Subject:** RE: Confirming...RE: Guest speaker in class again?

Wonderful. See you then.

D

Assistant Professor & Chair, Dept. of Mass Communication  
Morningside College  
1501 Morningside Ave.  
Sioux City, IA 51106

Office:  
Email: [\\_\\_\\_\\_\\_@morningside.edu](mailto:_____@morningside.edu)

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**From:** Erickson, Kelli [mailto:\_\_\_\_\_]  
**Sent:** Thursday, September 08, 2016 1:02 PM  
**To:** D:  
**Subject:** RE: Confirming...RE: Guest speaker in class again?

Sounds great! I'll see you next Thursday!  
Thanks so much. I LOVE visiting your classes!

**Kelli Erickson**  
Market President | Sioux City  
iHeartMedia  
KG95 – Z98 – KISS FM – Fox Sports – La Preciosa

Reaching a quarter billion consumers every month  
Radio/Digital/Outdoor/Mobile/Social/Events

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**From:** D [mailto:\_\_\_\_\_@morningside.edu]  
**Sent:** Thursday, September 8, 2016 12:57 PM  
**To:** Erickson, Kelli  
**Subject:** Confirming...RE: Guest speaker in class again?

Kelli...just confirming that you're still available to talk to my Media Sales class, next week, Thursday, Sept. 15, at 11:45am. There are 6 new students in this class, and one student who is now taking it as an upper level class, meaning he's kind of acting as a sales manager.

It would be great if you talked about your background, your job duties, some of your favorite things about your job, etc. So far, in class, we've talked about Dale Carnegie's idea that to be a good salesperson you should approach things with the CUSTOMER in mind...try to see things as they would see them...not what's good for your radio/TV station. We've also talked about what might go into a "sales kit," as well as the importance of weekly sales reports back to your sales manager. And, we've just begun started talking about what it means to do a Client Needs Analysis with a client.

So, addressing any of those topics would be great!

Looking forward to seeing you next Thursday.

D  
D  
Assistant Professor & Chair, Dept. of Mass Communication  
Morningside College  
1501 Morningside Ave.  
Sioux City, IA 51106  
Office: \_\_\_\_\_  
Email: \_\_\_\_\_

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**M**  
**MORNINGSIDE**  
COLLEGE  
1501 MORNINGSIDE AVENUE  
STOUC CITY, IOWA 51106  
www.morningside.edu

D  
Assistant Professor & Chair,  
Department of Mass Communication

Office:  
Cell:  
Toll Free:  
Email: [side.edu](mailto:side.edu)

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Sept 2016

Kelli -

Thanks so much for talking with my students. You always have LOTS of great info to share. One student told me as she was leaving "that was really informative. I'm not as scared as I was about making sales calls." - score!  
See you on the 28<sup>th</sup> -

Sept 2010

Ms. Erickson —

Thank you so much for coming to Dave Madson's Media Sales class!

It was really helpful to hear your experience in sales, both what you do now as Market President and how you got there.

I've been pretty nervous about going out and actually interacting with people as clients. Hearing you talk about some of the specific methods and goals (the funnel, the one-sheet example) helped make everything seem more manageable.

Your candidness in discussing the necessity of calling on a bunch of clients, both keeping up loyalty and getting new people really helped bring home how everyday it is to call on people.

Thank you again! You were so helpful and I'm significantly less stressed about media sales.

Miss Communications Student  
Allison Giliano



5

David Washburn  
Director of Programming & Marketing  
2929 Signal Hill Drive  
Sioux City, IA 51108  
[dwashburn@ktiv.com](mailto:dwashburn@ktiv.com)

Lottie White  
iHeart Media  
1114 Nebraska Street  
Sioux City, IA 51105

September 27, 2016

Lottie:

Thanks to you and Powell Broadcasting for partnering on the 2016 Siouxland Broadcasting Career Fair at Briar Cliff University in Sioux City, Iowa on Monday September 19<sup>th</sup>, 2016.

Sincerely,

David Washburn  
Director of Programming & Marketing  
KTIV Television, Inc.