



Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1, 2022 through September 30, 2023

Total Number of People Interviewed 6

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
All Access	2
Indeed	3
Explore Okoboji	1

Form Prepared By Wendy Hathaway Date 9/22/23



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

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

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



List of Recruitment Sources Used to Fill Each Vacancy

Job Title On Air Personality Date Position Filled 3/3/2023

Source for Actual Hire All Access

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
All Access MN Broadcasters Association	See Attached Recruitment List
Indeed SD Broadcasters Association	
IA Broadcasters Association	

Form Prepared By Lisa Johnston Date _____



To be completed after each full time vacancy is filled.

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

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

SpL-Spncr-Jksn
Agency Recruitment List

Agency Name	Address	Contact Name	Contact Email	Contact Phone	Contact Fax
All Access	28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265			310-457-6616	310-457-8058
Minnesota Broadcasting Association	401 North 3rd St, Suite 370 Minneapolis, MN 55401	Tim Hyde	tim.hyde@minnesotabroadcasters.com	612-926-8123	
Indeed	www.indeed.com	N/A	N/A	1800-462-5842	
South Dakota Broadcasting Association	106 W Capital Box 1037 Pierre, SD 57501	Marla Willard	marla@willardandassociates.com	605-224-1034	
Iowa Broadcasters Association	PO Box 71186 Des Moines, IA 50325	Sue Toma	iowaiba@dwx.com	515-224-7234	515-224-6560



Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2022 to September 30, 2023

First Initiative: Training - Provision of training to management

Activities to fulfill initiative September 26 & 27, 2023 - General Manager training in Sioux Falls, SD

Second Initiative: Training - Provision of training to management

Activities to fulfill initiative October 11&12,2022 - General Managers training Sioux Falls, SD

Form Prepared By: Wendy Hathaway Date: September 26, 2023



To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

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

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



Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2022 to September 30, 2023

First Initiative: Training - Provision of training to management

Activities to fulfill initiative 8/10/23 - Employment Law Webinar MN Broadcasters Association

Second Initiative: Community Events - Participation in events or programs sponsored by educational institutions.

Activities to fulfill initiative 3-30-23 Aidan Gigstad student at Spirit Lake High School

12-7-22 - Dani Winkel student of Spirit Lake High School

7/26/23 - Station tour with students from Vocational Rehabilitation Services.

Form Prepared By: Wendy Hathaway Date: September 26, 2023



To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

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

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



Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2022 to September 30, 2023

First Initiative: Job Fair - Participation in Job Fair

Activities to fulfill initiative 3-30-23 Spencer Career Fair

Second Initiative: _____

Activities to fulfill initiative _____

Form Prepared By: Wendy Hathaway Date: 9-25-2023



To be completed for every Prong 3 Outreach Initiative.

Use additional sheet to include remaining initiatives.

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

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