

**KGLI, KMNS, KSEZ, KSFT-FM, KWSL**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2018 - October 1, 2019**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-30, 32-83, 85-89	30
On Air Host	7-9, 13-15, 18, 20, 23-26, 31-32, 37-38, 42-43, 45-47, 52-53, 55, 57, 61, 63-65, 67, 69-70, 72, 76-77, 79, 82, 84-89	31
Receptionist / Sales Assistant	7-9, 13-15, 18, 20, 23-26, 30, 32, 37- 38, 42-43, 45-47, 52-53, 55, 57, 61, 63- 65, 67, 69, 72, 76-77, 79, 82, 85-89	30

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

<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 Reporting Period</b>
1	American Indian Council 2508 E 4th Street Sioux City, Iowa 51101 Phone : 712-233-9036 Url : indiancouncil.net Melissa Comar Manual Posting	N	0
2	American Indian Movement 1102 - 10th Street, Apt A Sioux City, Iowa 51105 Reva Barta Manual Posting	N	0
3	American Indian Services PO Box 1720 Sioux Falls, South Dakota 57101 Career Services Manual Posting	N	0
4	American Institute of Business 2500 Fleur Dr Des Moines, Iowa 50321 Carrie Blackburn Manual Posting	N	0
5	American Women in Radio/TV 8405 Greensboro Dr. Suite 800 McLean, Virginia 22102 Stephanie Baxter Manual Posting	N	0
6	Augustana College 639 - 38th Street Davenport, Iowa 61201 Phone : 309-794-7000 Kristi Gimel-Becker Manual Posting	N	0
7	Blackhawk College 6600 - 34th Ave. Moline, Illinois 61265 Phone : 309-796-5000 Email : crcstudent@bhc.edu Fax : 1-309-796-5136 Christina Green	N	0

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8	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51103 Phone : 712-279-5410 Email : humanresources@briarcliff.edu Beau Sudtelgte	N	0
9	Broadcast Education Association 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Fax : 1-202-517-1617 Career Services	N	0
10	Central College 812 University Pella, Iowa 50219 Phone : 1-877-462-3687 Pat Joachim-Kitzman Manual Posting	N	0
11	Chicago State University 9501 S ML King Drive Chicago, Illinois 60628 Phone : 773-995-2000 Olive Waugh Manual Posting	N	0
12	Clarke College 1550 Clarke Dr Dubuque, Iowa 52001 Phone : 888-825-2753 Marsha Intveld Manual Posting	N	0
13	Coe College 1220 1st Ave NE Cedar Rapids, Iowa 52402 Phone : 319-399-8581 Email : o-career@coe.edu Megan Megan	N	0
14	Columbia College 600 S Michigan Ave Chicago, Illinois 60605 Phone : 573-875-8700 Fax : 1-573-875-7209 Matt Green	N	0

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15	Creighton University 2500 California St Omaha, Nebraska 68178 Fax : 1-402-280-2527 Placement Director	N	0
16	Dept of Veterans Affairs 7700 NW Beaver Johnston, Iowa 50131 Patrick Palmersheim Manual Posting	N	0
17	Des Moines Area Comm. College 100 7th Street Des Moines, Iowa 50314 Phone : 800-362-2127 Dave Reimers Manual Posting	N	0
18	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
19	Division of Persons with Disabilities Lucas State Office Bldg. Des Moines, Iowa 50319 Phone : 515-242-5655 Fax : 1-515-242-5655 Jill Avery	N	0
20	Dordt College 498 - 4th Ave NE Sioux Center, Iowa 51250 Phone : 800-343-6738 Email : <a href="mailto:amy.westra@dordt.edu">amy.westra@dordt.edu</a> Amy Westra	N	0
21	Drake University 2507 University Ave. Des Moines, Iowa 50311 Phone : 515-271-2084 Fax : 1-515-271-4588 Annmarie McGowan	N	0

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22	Education Service Center 1221 Pierce Street Sioux City, Iowa 51105 Angela Banks Manual Posting	N	0
23	Grand View College 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 800-444-6083 Fax : 1-515-263-6192 Megan Hogan	N	0
24	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-3600 Fax : 1-641-269-4800 Valorie Larson	N	0
25	Hamilton College 4655 - 121st Street Urbandale, Iowa 50323 Phone : 315-859-4011 Fax : 1-315-859-4457 Lori Orthaus	N	0
26	Hawkeye Comm. College 515 Beech Street Waterloo, Iowa 50703 Email : stephanie.cherry@hawkeyecollege.edu Stephanie Cherry	N	0
27	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
28	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

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29	Illinois State University 185 Student Services Bldg. Normal, Illinois 61790 Phone : 800-366-2478 Michael Schermer Manual Posting	N	0
30	Indeed.com - Not Directly Contacted by SEU	N	2
31	Internet Ad-not directly contacted by SEU	N	1
32	Iowa Central Comm. College 3309 Avenue M Fort Dodge, Iowa 50501 Fax : 1-515-955-2233 David Raedeker	N	0
33	Iowa Civil Rights Commission Grimes State Office Bldg. Des Moines, Iowa 50319 Velora Vertz Manual Posting	N	0
34	Iowa Dept. of Human Rights Lucas State Office Bldg. Des Moines, Iowa 50319 William Brand Manual Posting	N	0
35	Iowa Div. of the Status of African Americans Lucas State Office Bldg. Des Moines, Iowa 50319 Kim Cheeks Manual Posting	N	0
36	Iowa Division of Latino Affairs Lucas State Office Bldg. 321 E 12th Street Des Moines, Iowa 50319 Phone : 515-281-4080 Url : <a href="https://humanrights.iowa.gov/cas/la">https://humanrights.iowa.gov/cas/la</a> Sonia Reyes-Snyder Manual Posting	N	0
37	Iowa Lakes Comm. College 300 S 18th Street Esterville, Iowa 51334 Phone : 712-362-2604 Fax : 1-712-362-0480 Placement Director	N	0

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38	Iowa Lakes Comm. College 3200 Lakes Comm. College Emmetsburg, Iowa 50536 Phone : 712-852-3554 Fax : 1-712-852-2152 Diana Refsell	N	0
39	Iowa Lakes Community College 3200 College Drive Emmetsburg, Iowa 50536 Phone : 712-852-3554 Fax : 1-712-852-2152 Tom Brotherton	N	0
40	Iowa State University 141 Curtiss Hall Ames, Iowa 50011 Phone : 515-294-4111 Mike Gaul Manual Posting	N	0
41	Iowa Wesleyan College 601 N Main Street Mt Pleasant, Iowa 52641 Phone : 319-385-8021 Joyce Halverson Manual Posting	N	0
42	Iowa Western - KIWR 2700 College Rd Council Bluff, Iowa 51503 Url : 897theriver.com Email : sophiajohn@897theriver.com Fax : 1-712-325-3391 Sophia John	N	0
43	Iowa Western Comm. College 2700 College Rd. Council Bluffs, Iowa 51502 Phone : 712-325-3200 Fax : 1-712-388-6803 Hugh Irwin	N	0
44	Iowa Workforce Development 2508 - 4th Street Sioux City, Iowa 51101 Phone : 712-233-9030 Glen Houts Manual Posting	N	0

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45	Iowa Workforce Development 1000 East Grand Des Moines, Iowa 50390 Fax : 1-712-277-8438 Tony Dietsch	N	0
46	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
47	Jackson State University PO Box 18449 Jackson, Mississippi 39217 Phone : 601-979-2121 Fax : 1-601-979-3445 Sylvia Watley	N	0
48	La Casa Latina 900 Jennings Street Sioux City, Iowa 51105 Phone : 712-252-4259 Fax : 1-712-252-5655 Christy Nicolaisen	N	0
49	League of United Latin American Citizens 1911 Breese Muscatine, Iowa 52761 Rosa Mendoza Manual Posting	N	0
50	Little Priest Tribal College 601 E College Dr Winnebago, Nebraska 68071 Phone : 402-241-5950 Url : www.littlepriest.edu Wambli Dolezal Manual Posting	N	0
51	Loras College 1450 Alta Vista St Dubuque, Iowa 52004 Bobby Martin Manual Posting	N	0



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52	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
53	Luther College 700 College Dr Decorah, Iowa 52101 Fax : 1-563-387-2628 Mark Peltz	N	0
54	Martin Luther King Center 515 Beach St Waterloo, Iowa 52001 Gloria Stigler Manual Posting	N	0
55	Mary J. Treglia Comm. House 900 Jennings Street Sioux City, Iowa 51105 Url : <a href="http://www.marytreglia.org">www.marytreglia.org</a> Email : <a href="mailto:accounting@marytreglia.org">accounting@marytreglia.org</a> Fax : 1-712-234-1843 Jameel Cunningham	N	0
56	Minorities in Broadcasting PO Box 37132 Century City, California 90067 Patrice Williams Manual Posting	N	0
57	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 800-831-0806 Fax : 1-712-274-5101 Stacie Hays	N	0
58	Mount Zion Baptist Church 1421 Geneva St Sioux City, Iowa 51103 Floyd Brown Manual Posting	N	0

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59	Mt Olive Baptist Church 1522 Douglas Street Sioux City, Iowa 51105 Rev. H.C. McGruder Manual Posting	N	0
60	NAACP PO Box 5036 Des Moines, Iowa 50306 Larry Carter Manual Posting	N	0
61	NAACP Sioux City PO Box 82 Sioux City, Iowa 51102 Url : <a href="http://www.snaacp.com">www.snaacp.com</a> Email : <a href="mailto:snaacp@gmail.com">snaacp@gmail.com</a> Flora Lee	N	0
62	Nat'l Assoc Media Coalition 2514 S Grand Ave. Los Angeles, California 90007 Alex Nogales Manual Posting	N	0
63	Nebraska Indian Community College 2605 1/2 Dakota Ave S Sioux City, Nebraska 68776 Phone : 402-241-5950 Url : <a href="http://www.thenicc.edu">www.thenicc.edu</a> Email : <a href="mailto:pfowler@thenicc.edu">pfowler@thenicc.edu</a> Fax : 1-402-494-6195 Paul Fowler	N	0
64	Northeast Community College PO Box 989 1001 College Way S Sioux City, Nebraska 68776 Phone : 402-844-7263 Url : <a href="http://northeast.edu">northeast.edu</a> Email : <a href="mailto:terrih@northeast.edu">terrih@northeast.edu</a> Fax : 1-402-844-7404 Terri Heggemeyer	N	0
65	Northwest Missouri State University 800 University Dr Maryvill, Missouri 64468 Phone : 660-562-1212 Email : <a href="mailto:hrwebpg@nwmissouri.edu">hrwebpg@nwmissouri.edu</a> Lori Haws	N	0

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66	Northwestern College 208 - 8th St. SW Orange City, Iowa 51041 Bill Minnick Manual Posting	N	0
67	Northwestern University 630 Lincoln St Evanston, Illinois 60208 Phone : 847-491-3700 Fax : 1-847-491-2573 Lonnie Dunlap	N	0
68	On-air Annoucement (1 or more SEU stations) 1113 Nebraska St Sioux City, Iowa 51105 Phone : 712-258-5595 Lottie White Manual Posting	N	0
69	Sanford Center 1700 Geneva St Sioux City, Iowa 51103 Phone : 712-252-0581 Email : arvinsanfordctr@yahoo.com Laurie Arvin	N	0
70	Scott Community College 500 Belmont Rd Bettendorf, Iowa 52722 Phone : 563-441-4007 Email : kking@eicc.edu Rochelle Carlson	N	0
71	Simpson College 701 N. C Street Indianola, Iowa 50125 Phone : 515-961-6251 Ann Greubel Manual Posting	N	0
72	Sioux City Human Rights Commission 405 6th Street Sioux City, Iowa 51101 Phone : 712-279-6109 Email : hrinfo@sioux-city.org Karen Mackey	N	0

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73	South Dakota State University Box 511, SDSU Brookings, South Dakota 57007 Phone : 605-688-4121 Susan Fredrikson Manual Posting	N	0
74	St Ambrose University 518 W Locust St Davenport, Iowa 52803 Phone : 844-639-7220 Url : sau-csm.symplicity.com/employers Theresa Panich Manual Posting	N	0
75	SW Wisconsin Tech College 1800 Bronson Fennimore, Wisconsin 53809 Phone : 608-822-3262 Heather Fifrick Manual Posting	N	0
76	Truman State University 100 E Normal Kirksville, Missouri 63501 Email : cdm8165@truman.edu Claire Mueller	N	0
77	University of Dubuque 2000 University Dubuque, Iowa 50703 Email : career@dbq.edu Deb Clarke	N	0
78	University of Iowa 24 Phillipps Hall Iowa City, Iowa 52242 Phone : 319-335-3500 Chris Wells Manual Posting	N	0
79	University of Iowa-Center for Urban Education 800 Sycamore St Waterloo, Iowa 50703 Fax : 1-319-433-0160 Gloria Galloway	N	0

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80	University of Missouri 130 Jesse Hall Columbia, Missouri 65211 Fax : 1-573-884-4530 Joseph Johnson	N	0
81	University of Northern Iowa GIL 245 Cedar Falls, Iowa 50614 Career Services Manual Posting	N	0
82	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Phone : 877-269-6837 Url : www.usd.edu/coyotecareers Fax : 1-605-677-6330 Ashley Hartnett	N	0
83	University of Wisconsin/Platteville 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1491 Diana Trendt Manual Posting	N	0
84	Unknown (source not adequately identified upon inquiry by SEU)	N	2
85	Wartburg College 100 Wartburg Blvd Waverly, Iowa 50677 Url : info.wartburg.edu/pathways/career-services.aspx Email : dalissa.larson@wartburg.edu Derek Solheim	N	0
86	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Url : www.wsc.edu/career_services Fax : 1-402-375-7067 Heather Reinhardt	N	0

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87	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
88	William Penn University 201 Trueblood Ave Oskaloosa, Iowa 52577 Url : <a href="http://www.wmpenn.edu">www.wmpenn.edu</a> Email : <a href="mailto:stevensde@wmpenn.edu">stevensde@wmpenn.edu</a> Angela Durian-Gambell	N	0
89	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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**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	7/24/2019	Participation in events or programs sponsored by educational institutions	Participated in an event (FRIENDS) readying future employees the knowledge they were to choose broadcasting as a career. Rob Powers (SVPP) attended the 2 hour event and talked with multiple middle aged students explaining to them different aspects of broadcasting from sales to on-air and sharing with them the info to apply with our company if they so decided to choose that. (see attached)	1	SVPP
2	9/17/2019	Provision of training to management	Rob Powers (SVPP) took part in training provided to management level personnel at a method of ensuring EEO & Preventing discrimination. The training was from the iHeart Media Learning Center called Valuing Diversity: Employee Edition	1	SVPP
3	9/24/2019	Participation in other activities designed by the station employment unit	Participated in events with Boy Scout Troop 208. Rob Powers(SVPP) spent 45 minutes giving 3 troop leaders and 5 scouts (middle School) a tour of our building and explaining to them the ins and outs of what it takes to run radio stations. We also discussed how to get working in the broadcast field and how they could apply for a part time job.	1	Svpp
4	9/27/2019	Co Sponsoring Job Fair	articipated in Job Fair at Briar Cliff College. Rob Powers(SVPP) was in attendance from 11a-1p setup and answering questions about employment in the broadcast field and our needs of a sales/on-air individual in house. Talked to multiple students about a career in broadcasting and how to apply for open positions. (see attached)	1	SVPP

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5	10/1/2019	Establishment of an intern program designed to assist members of the community	Delilah Leann (17 years old) job shadowed for 2 hours on KSEZ (8a-10a) She then came back and job shadowed 06/24/19 for 2 hours on KSEZ (8a-10a). Because of her job shadows she decided to apply and we hired her 07/29/19 as a part time employee	1	SVPP