

KGLI, KMNS, KSEZ, KSFT-FM, KWSL
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
Outside Sales Executive	1-42, 44-80	61
Media Sales Consultant	1, 6-8, 10-14, 16-18, 20-25, 27, 29, 31-34, 36-37, 40-41, 43-48, 50, 54, 56-58, 63-64, 67-70, 72, 74, 76-80	43

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Indian Council 2508 E 4th Street Sioux City, Iowa 51101 Phone : 712-233-9036 Url : indiancouncil.net Email : mcomar@indiancouncil.net Melissa Comar	N	0
2	American Indian Movement 1102 - 10th Street, Apt A Sioux City, Iowa 51105 Phone : 712-233-9036 Url : http://www.aimovement.org/peltier/ Email : info@freepeltiernow.org Reva Barta	N	0
3	American Indian Services PO Box 1720 Sioux Falls, South Dakota 57101 Career Services Manual Posting	N	0
4	American Women in Radio/TV 8405 Greensboro Dr. Suite 800 McLean, Virginia 22102 Stephanie Baxter Manual Posting	N	0
5	Augustana College 639 - 38th Street Davenport, Iowa 61201 Phone : 309-794-7000 Kristi Gimel-Becker Manual Posting	N	0
6	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
7	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51103 Phone : 712-279-5410 Email : humanresources@briarcliff.edu Beau Sudtelgte	N	0

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8	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
9	Central College 812 University Pella, Iowa 50219 Phone : 1-877-462-3687 Pat Joachim-Kitzman Manual Posting	N	0
10	Chicago State University 9501 S ML King Drive Chicago, Illinois 60628 Phone : 773-995-2000 Email : careerdevelopment@csu.edu Olive Waugh	N	0
11	Clarke College 1550 Clarke Dr Dubuque, Iowa 52001 Phone : 888-825-2753 Email : careerservices@clark.edu Career Services	N	0
12	Coe College 1220 1st Ave NE Cedar Rapids, Iowa 52402 Phone : 319-399-8581 Email : o-career@coe.edu Megan Megan	N	0
13	Columbia College 600 S Michigan Ave Chicago, Illinois 60605 Phone : 573-875-8700 Fax : 1-573-875-7209 Matt Green	N	0
14	Creighton University 2500 California St Omaha, Nebraska 68178 Fax : 1-402-280-2527 Placement Director	N	0

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15	Dept of Veterans Affairs 7700 NW Beaver Johnston, Iowa 50131 Patrick Palmersheim Manual Posting	N	0
16	Des Moines Area Comm. College 100 7th Street Des Moines, Iowa 50314 Phone : 800-362-2127 Email : snclayton@dmacc.edu Career Services	N	0
17	Des Moines Area Community College 2006 S Ankeny Blvd. Ankeny, Iowa 50021 Url : www.collegecentral.com/dmacc Email : careers@dmacc.edu Sara Clayton	N	0
18	Dordt College 498 - 4th Ave NE Sioux Center, Iowa 51250 Phone : 800-343-6738 Email : amy.westra@dordt.edu Amy Westra	N	0
19	Education Service Center 1221 Pierce Street Sioux City, Iowa 51105 Angela Banks Manual Posting	N	0
20	Grand View College 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 800-444-6083 Fax : 1-515-263-6192 Megan Hogan	N	0
21	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-3600 Fax : 1-641-269-4800 Valorie Larson	N	0

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22	Hamilton College 4655 - 121st Street Urbandale, Iowa 50323 Phone : 315-859-4011 Fax : 1-315-859-4457 Lori Orthaus	N	0
23	Hawkeye Comm. College 515 Beech Street Waterloo, Iowa 50703 Email : stephanie.cherry@hawkeyecollege.edu Stephanie Cherry	N	0
24	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
25	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
26	Illinois State University 185 Student Services Bldg. Normal, Illinois 61790 Phone : 800-366-2478 Michael Schermer Manual Posting	N	0
27	Iowa Central Comm. College 3309 Avenue M Fort Dodge, Iowa 50501 Fax : 1-515-955-2233 David Raedeker	N	0
28	Iowa Civil Rights Commission Grimes State Office Bldg. Des Moines, Iowa 50319 Velora Vertz Manual Posting	N	0

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29	Iowa Dept. of Human Rights Lucas State Office Bldg. Des Moines, Iowa 50319 Email : cr.jobs@amwater.com Career Services	N	0
30	Iowa Div. of the Status of African Americans Lucas State Office Bldg. Des Moines, Iowa 50319 Kim Cheeks Manual Posting	N	0
31	Iowa Division of Latino Affairs Lucas State Office Bldg. 321 E 12th Street Des Moines, Iowa 50319 Phone : 515-281-4080 Url : https://humanrights.iowa.gov/cas/la Email : sonia.reyes-snyder@iowa.gov Sonia Reyes-Snyder	N	0
32	Iowa Lakes Comm. College 300 S 18th Street Esterville, Iowa 51334 Phone : 712-362-2604 Fax : 1-712-362-0480 Placement Director	N	0
33	Iowa Lakes Comm. College 3200 Lakes Comm. College Emmetsburg, Iowa 50536 Phone : 712-852-3554 Fax : 1-712-852-2152 Diana Refsell	N	0
34	Iowa State University 141 Curtiss Hall Ames, Iowa 50011 Phone : 515-294-4111 Email : mikegaul@iastate.edu Mike Gaul	N	0
35	Iowa Wesleyan College 601 N Main Street Mt Pleasant, Iowa 52641 Phone : 319-385-8021 Joyce Halverson Manual Posting	N	0

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36	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
37	Iowa Western Comm. College 2700 College Rd. Council Bluffs, Iowa 51502 Phone : 712-325-3200 Fax : 1-712-388-6803 Hugh Irwin	N	0
38	Iowa Workforce Development 2508 - 4th Street Sioux City, Iowa 51101 Phone : 712-233-9030 Glen Houts Manual Posting	N	0
39	Iowa Workforce Development 1000 East Grand Des Moines, Iowa 50390 Fax : 1-712-277-8438 Tony Dietsch	N	0
40	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
41	Jackson State University PO Box 18449 Jackson, Mississippi 39217 Phone : 601-979-2121 Fax : 1-601-979-3445 Sylvia Watley	N	0
42	League of United Latin American Citizens 1911 Breese Muscatine, Iowa 52761 Rosa Mendoza Manual Posting	N	0
43	LinkedIn / Word of Mouth	N	1

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44	Little Priest Tribal College 601 E College Dr Winnebago, Nebraska 68071 Phone : 402-241-5950 Url : www.littlepriest.edu Email : personnel@littlepriest.edu Wambli Dolezal	N	0
45	Loras College 1450 Alta Vista St Dubuque, Iowa 52004 Email : jeffrey.roberts@loras.edu Bobby Martin	N	0
46	LULAC Council 10 PO Box 4616 Davenport, Iowa 52808 Phone : 563-381-7807 Url : http://www.lulac10.org/contact.html Email : matthewcasillas@gmail.com Matthew Casillas	N	0
47	Luther College 700 College Dr Decorah, Iowa 52101 Fax : 1-563-387-2628 Mark Peltz	N	0
48	Mary J. Treglia Comm. House 900 Jennings Street Sioux City, Iowa 51105 Url : www.marytreglia.org Email : accounting@marytreglia.org Fax : 1-712-234-1843 Jameel Cunningham	N	0
49	Minorities in Broadcasting PO Box 37132 Century City, California 90067 Patrice Williams Manual Posting	N	0
50	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 800-831-0806 Fax : 1-712-274-5101 Stacie Hays	N	0

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51	Mount Zion Baptist Church 1421 Geneva St Sioux City, Iowa 51103 Floyd Brown Manual Posting	N	0
52	Mt Olive Baptist Church 1522 Douglas Street Sioux City, Iowa 51105 Rev. H.C. McGruder Manual Posting	N	0
53	NAACP PO Box 5036 Des Moines, Iowa 50306 Larry Carter Manual Posting	N	0
54	NAACP Sioux City PO Box 82 Sioux City, Iowa 51102 Url : www.scnaacp.com Email : scnaacp@gmail.com Flora Lee	N	0
55	Nat'l Assoc Media Coalition 2514 S Grand Ave. Los Angeles, California 90007 Alex Nogales Manual Posting	N	0
56	Nebraska Indian Community College 2605 1/2 Dakota Ave S Sioux City, Nebraska 68776 Phone : 402-241-5950 Url : www.thenicc.edu Email : pfowler@thenicc.edu Fax : 1-402-494-6195 Paul Fowler	N	0
57	Northeast Community College PO Box 989 1001 College Way S Sioux City, Nebraska 68776 Phone : 402-844-7263 Url : northeast.edu Email : terrih@northeast.edu Fax : 1-402-844-7404 Terri Heggemeyer	N	0

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58	Northwest Missouri State University 800 University Dr Maryvill, Missouri 64468 Phone : 660-562-1212 Email : hrwebpg@nwmissouri.edu Lori Haws	N	0
59	Northwestern College 208 - 8th St. SW Orange City, Iowa 51041 Bill Minnick Manual Posting	N	0
60	Northwestern University 630 Lincoln St Evanston, Illinois 60208 Phone : 847-491-3700 Fax : 1-847-491-2573 Lonnie Dunlap	N	0
61	On Air Recruitment Ad	N	1
62	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
63	Sanford Center 1700 Geneva St Sioux City, Iowa 51103 Phone : 712-252-0581 Email : arvinsanfordctr@yahoo.com Laurie Arvin	N	0
64	Scott Community College 500 Belmont Rd Bettendorf, Iowa 52722 Phone : 563-441-4007 Email : kking@eicc.edu Rochelle Carlson	N	0
65	Simpson College 701 N. C Street Indianola, Iowa 50125 Phone : 515-961-6251 Ann Greubel Manual Posting	N	0

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66	South Dakota State University Box 511, SDSU Brookings, South Dakota 57007 Phone : 605-688-4121 Susan Fredrikson Manual Posting	N	0
67	St Ambrose University 518 W Locust St Davenport, Iowa 52803 Phone : 844-639-7220 Url : sau-csm.symplicity.com/employers Email : CareerCenter@sau.edu Theresa Panich	N	0
68	SW Wisconsin Tech College 1800 Bronson Fennimore, Wisconsin 53809 Phone : 608-822-3262 Email : careerconnections@swtc.edu Heather Fifrick	N	0
69	Truman State University 100 E Normal Kirksville, Missouri 63501 Email : cdm8165@truman.edu Claire Mueller	N	0
70	University of Dubuque 2000 University Dubuque, Iowa 50703 Email : career@dbq.edu Deb Clarke	N	0
71	University of Iowa 24 Phillipps Hall Iowa City, Iowa 52242 Phone : 319-335-3500 Chris Wells Manual Posting	N	0
72	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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73	University of Northern Iowa GIL 245 Cedar Falls, Iowa 50614 Career Services Manual Posting	N	0
74	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
75	University of Wisconsin/Platteville 1 University Plaza Platteville, Wisconsin 53818 Phone : 608-342-1491 Diana Trendt Manual Posting	N	0
76	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
77	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Url : www.wsc.edu/career_services Fax : 1-402-375-7067 Heather Reinhardt	N	0
78	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

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79	William Penn University 201 Trueblood Ave Oskaloosa, Iowa 52577 Url : www.wmpenn.edu Email : stevensde@wmpenn.edu Angela Durian-Gambell	N	0
80	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/24/2021	Provision of training to management	In 2021, one of our SEU managers took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	President
2	9/15/2021	Participation in Job Fairs	: The event took place from 12:30-3pm on the Campus of Morningside college. Local TV stations KCAU, KMEG, & KTIV as well as Powell broadcasting and iHeart media shared social posts regarding the event. Mainly college students attended the event, but our SVP of programming did talk with a recently unemployed individual who stopped by to learn more about on air opportunities with iHeart. When asked about positions, our SVP of programming talked to individuals about sales opportunities.	2	SVP of programming Market president