

KGLI, KMNS, KSEZ, KSFT-FM, KWSL
EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 2024

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 Account Executive	1-61	57

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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	Augustana College 639 - 38th Street Davenport, Iowa 61201 Phone : 309-794-7000 Kristi Gimel-Becker Manual Posting	N	0
3	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
4	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51103 Phone : 712-279-5410 Email : humanresources@briarcliff.edu Beau Sudtelgte	N	0
5	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
6	Central College 812 University Pella, Iowa 50219 Phone : 1-877-462-3687 Pat Joachim-Kitzman Manual Posting	N	0

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7	Chicago State University 9501 S ML King Drive Chicago, Illinois 60628 Phone : 773-995-2000 Email : careerdevelopment@csu.edu Olive Waugh	N	0
8	Clarke College 1550 Clarke Dr Dubuque, Iowa 52001 Phone : 888-825-2753 Email : careerservices@clark.edu Career Services	N	0
9	Coe College 1220 1st Ave NE Cedar Rapids, Iowa 52402 Phone : 319-399-8581 Email : o-career@coe.edu Megan Megan	N	0
10	Columbia College 600 S Michigan Ave Chicago, Illinois 60605 Phone : 573-875-8700 Fax : 1-573-875-7209 Matt Green	N	0
11	Creighton University 2500 California St Omaha, Nebraska 68178 Fax : 1-402-280-2527 Placement Director	N	0
12	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
13	Dordt College 498 - 4th Ave NE Sioux Center, Iowa 51250 Phone : 800-343-6738 Email : amy.westra@dordt.edu Amy Westra	N	0

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14	Drake University 2507 University Ave. Des Moines, Iowa 50311 Phone : 515-271-2084 Annmarie McGowan Manual Posting	N	0
15	Employee Referral	N	3
16	Grand View College 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 800-444-6083 Fax : 1-515-263-6192 Megan Hogan	N	0
17	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-3600 Fax : 1-641-269-4800 Valorie Larson	N	0
18	Hamilton College 4655 - 121st Street Urbandale, Iowa 50323 Phone : 315-859-4011 Fax : 1-315-859-4457 Lori Orthaus	N	0
19	Hawkeye Comm. College 515 Beech Street Waterloo, Iowa 50703 Email : stephanie.cherry@hawkeyecollege.edu Stephanie Cherry	N	0
20	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

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21	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	1
22	iHM Human Capital Acquisition	N	3
23	Illinois State University 185 Student Services Bldg. Normal, Illinois 61790 Phone : 800-366-2478 Michael Schermer Manual Posting	N	0
24	Indeed.com - Not directly contacted by SEU	N	3
25	Iowa Central Comm. College 3309 Avenue M Fort Dodge, Iowa 50501 Fax : 1-515-955-2233 David Raedeker	N	0
26	Iowa Civil Rights Commission Grimes State Office Bldg. Des Moines, Iowa 50319 Email : icrc@iowa.gov Velora Vertz	N	0
27	Iowa Dept. of Human Rights Lucas State Office Bldg. Des Moines, Iowa 50319 Email : cr.jobs@amwater.com Career Services	N	0
28	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

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29	Iowa State University 141 Curtiss Hall Ames, Iowa 50011 Phone : 515-294-4111 Email : mikegaul@iastate.edu Mike Gaul	N	0
30	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
31	Iowa Western Comm. College 2700 College Rd. Council Bluffs, Iowa 51502 Phone : 712-325-3200 Fax : 1-712-388-6803 Hugh Irwin	N	0
32	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	3
33	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
34	Loras College 1450 Alta Vista St Dubuque, Iowa 52004 Email : jeffrey.roberts@loras.edu Bobby Martin	N	0

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35	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
36	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
37	Monster - Not directly contacted by SEU	N	1
38	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 800-831-0806 Fax : 1-712-274-5101 Stacie Hays	N	0
39	Mount Zion Baptist Church 1421 Geneva St Sioux City, Iowa 51103 Fax : 1-712-255-7202 Floyd Brown	N	0
40	NAACP Sioux City PO Box 82 Sioux City, Iowa 51102 Url : www.snaacp.com Email : snaacp@gmail.com Flora Lee	N	0
41	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

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42	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
43	Northwest Missouri State University 800 University Dr Maryvill, Missouri 64468 Phone : 660-562-1212 Email : hrwebpg@nwmissouri.edu Lori Haws	N	0
44	Northwestern College 208 - 8th St. SW Orange City, Iowa 51041 Bill Minnick Manual Posting	N	0
45	Northwestern University 630 Lincoln St Evanston, Illinois 60208 Phone : 847-491-3700 Lonnie Dunlap Manual Posting	N	0
46	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
47	Sanford Center 1700 Geneva St Sioux City, Iowa 51103 Phone : 712-252-0581 Email : arvinsanfordctr@yahoo.com Laurie Arvin	N	0

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48	Scott Community College 500 Belmont Rd Bettendorf, Iowa 52722 Phone : 563-441-4007 Email : kking@eicc.edu Rochelle Carlson	N	0
49	Simpson College 701 N. C Street Indianola, Iowa 50125 Phone : 515-961-6251 Ann Greubel Manual Posting	N	0
50	South Dakota State University Box 511, SDSU Brookings, South Dakota 57007 Phone : 605-688-4121 Susan Fredrikson Manual Posting	N	0
51	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
52	SW Wisconsin Tech College 1800 Bronson Fennimore, Wisconsin 53809 Phone : 608-822-3262 Email : careerconnections@swtc.edu Heather Fifrick	N	0
53	University of Dubuque 2000 University Dubuque, Iowa 50703 Email : career@dbq.edu Deb Clarke	N	0
54	University of Iowa 24 Phillipps Hall Iowa City, Iowa 52242 Phone : 319-335-3500 Chris Wells Manual Posting	N	0

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55	University of Missouri 130 Jesse Hall Columbia, Missouri 65211 Career Services Manual Posting	N	0
56	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
57	Unknown (source not adequately identified upon inquiry by SEU)	N	3
58	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Url : www.wsc.edu/career_services Fax : 1-402-375-7067 Heather Reinhardt	N	0
59	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
60	William Penn University 201 Trueblood Ave Oskaloosa, Iowa 52577 Url : www.wmpenn.edu Email : stevensde@wmpenn.edu Angela Durian-Gambell	N	0
61	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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	9/9/2024	Provision of training to management	On September 9, 2024, our SEU's Community Area President 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	Area Community President
2	9/16/2024	Provision of training to management	On September 16, 2024, our SEU's Senior Vice President of Programming took the Uncovering Unconscious Bias In Recruiting and Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	SVP of Programming
3	9/19/2024	Participation in Job Fairs	On September 19, 2024, our SEU team participated in the Siouxland Job Fair in Sioux City Iowa. Our VP of Programming discussed with interested attendees career opportunities in radio and iHeart Media. The SEU also presented QR codes linking to the iHeart Career opportunities web page.	1	SVP of Programming