

**EEO PUBLIC FILE REPORT**  
**Oct. 1, 2018-Sept 30, 2019**

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

**A. Full-Time Vacancies Filled During Past Year**

1.	Job Title:	Account Executive	Date Filled:	01/02/2019
2.	Job Title:	Account Executive	Date Filled:	03/18/2019
3.	Job Title:	Program Director	Date Filled:	04/30/2019
4.	Job Title:	Traffic Assistant	Date Filled:	07/15/2019
5.	Job Title:	Account Executive	Date Filled:	08/12/2019
6.	Job Title:	Program Director	Date Filled:	09/16/2019

**B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

1.	Job Title:	Account Executive	Date Filled:	01/02/2019	
	Source	Contact Person	Address	Phone	Hired?
	**See Attached Documentation**				
2.	Job Title:	Account Executive	Date Filled:	03/18/2019	Referred Person
	Source	Contact Person	Address	Phone	Hired?
	**See Attached Documentation**				
3.	Job Title:	Program Director	Date Filled:	04/30/2019	Referred Person
	Source	Contact Person	Address	Phone	Hired?
	**See Attached Documentation**				
4.	Job Title:	Traffic Assistant	Date Filled:	07/15/2019	Referred Person
	Source	Contact Person	Address	Phone	Hired?
	**See Attached Documentation**				
5.	Job Title:	Account Executive	Date Filled:	08/12/2019	Referred Person
	Source	Contact Person	Address	Phone	Hired?
	**See Attached Documentation**				
6.	Job Title:	Program Director	Date Filled:	09/16/2019	Referred Person
	Source	Contact Person	Address	Phone	Hired?
	**See Attached Documentation**				

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:	27
---	----

Source	Contact Person	Address	Phone
**See Attached Documentation**			

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

OUTREACH ACTIVITY DESCRIPTION

10/01/18-9/30/19

- 1 Provided tours of the Des Moines Radio Group facilities to local community groups/schools to allow them to observe the operations and management side of radio. Also participated in job shadow programs with local students to provide them with a more in-depth look at the operations and management side of the radio industry.
- 2 Des Moines Radio Group continued training and mentoring programs for the staff. Both programs will enable an employee to acquire skills that could qualify them for a higher-level position in another department. The program is individualized and the training or mentoring period depends on the position of the employee and their needs and desires.
- 3 Employees of the Des Moines Radio Group went to schools and spoke about possible future careers in radio. Dates below.  
02/2019 - Drake Career Fair

1. Job Title: Account Executive

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
AIB College of Business	2500 Fleur Drive, Des Moines IA 50321	No
Bradley University	1501 West Bradley Avenue, Peoria IL 61625	No
Briar Cliff College	3303 Rebecca Street, Sioux City IA 51104	No
Buena Vista College	610 West Fourth Street, Storm Lake IA 50588	No
Central Campus	1800 Grand Avenue, Des Moines IA 50309	No
Central College	812 University, Pella IA 50219	No
Chicago State University	9501 South MLK Drive, Chicago IL 60628	No
Clarke College	1550 Clarke Drive, Dubuque IA 52001	No
Coe College	1220 First Avenue NE, Cedar Rapids IA 52402	No
Department for the blind	524 Fourth Street, Des Moines IA 50309	No
Department of Veterans Affairs	3600 30th Street Des Moines, IA 50309	No
Div of Latino Affairs	321 East 12th Street Des Moines, IA 50319	No
Div of Status of African Americans	321 East 12th Street Des Moines, IA 50319	No
DMAACC	2006 Ankeny Boulevard, Ankeny IA 50021	No
Drake University/Shari Tenney	2507 University Avenue, Des Moines IA 50311	No
Grandview College	1108 Boyd Avenue, Des Moines IA 50316	No
Hamilton Business College	4655 121st Street, Urbandale IA 50323	No
IA Commission Status of Women/IA Department	321 East 12th Street Des Moines, IA 50319	No
Indian Hills Community College	525 Grandview, Ottumwa IA 52501	No
Iowa Broadcasters Association	PO Box 71186, Des Moines IA 50325	No
Iowa Central Community College	330 Avenue M, Fort Dodge IA 50501	No
Iowa Lakes Community College	3200 College Drive, Emmetburg IA 50536	No
Iowa Lakes Community College	300 South 18th Street, Easterville IA 51334	No
Iowa State University	12 Alumni Hall, Ames IA 50011	No
Iowa Western Community College	2700 College Road, Council Bluffs IA 51502	No
Kirkwood Community College	6301 Kirkwood Boulevard SW, Cedar Rapids IA 52406	No
Loras College	1450 Alta Vista, Dubuque IA 52001	No
Luther College	700 College Drive, Decorah IA 52101	No
Lutheran Social Services	3125 Cottage Grove Road, Des Moines IA 50311	No
Morningside College	1501 Morningside Avenue, Sioux City IA 51105	No
NAACP	4805 Mt Hope Drive, Baltimore, MD 21215	No
National Assoc of Broadcasters	1771 North Street SW, Washington DC 20036	No
National Urban League	120 Wall Street, New York NY 10005	No
Northwest Iowa Community College	603 West Park Street, Sheldon IA 51201	No
Persons with Disabilities	321 East 12th Street Des Moines, IA 50319	No
Simpson College	701 North C Street, Indianola IA 50125	No
Southern Illinois University	Mailcode 4703, Carbondale IL 62901	No
St Ambrose University	518 West Locust Street, Davenport, IA 52803	No
University of Dubuque	2000 University Avenue, Dubuque IA 52001	No
University of Illinois	715 South Wright, Champaign IL 61820	No
University of Iowa	24 Phillips, Iowa City IA 52242	No
University of Northern Iowa	SSC #19, Cedar Falls IA 50614	No
Urban Dreams	1410 Sixth Avenue, Des Moines IA 50314	No
Warburg College	222 Ninth Street NW/PO Box 1003, Waverly IA 50677	No
Wilberforce University	1055 North Bickett Road, Wilberforce OH 45384	No
Wilkie House	900 17th Street, Des Moines IA 50314	No
William Penn University	201 Trueblood Avenue, Oskaloosa IA 52577	No
YMCA of Greater Des Moines	1611 11th Street, Des Moines IA 50314	No

Additional Referral/Recruitment Sources Used to Seek Candidates for this Vacancy Alone

Source	Address	Referred Person Hired?
Internet/DSMHelpwanted.com	<a href="http://www.desmoineshelpwanted.com">www.desmoineshelpwanted.com</a>	No
Personal Referral	1416 Locust Street, Des Moines, IA 50309	Yes
Internet/IBA.com	<a href="http://www.iba.com">www.iba.com</a>	No
Radio ads	1416 Locust Street, Des Moines, IA 50309	No
LinkedIn	1416 Locust Street, Des Moines, IA 50309	No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Internet/DSMHelpwanted.com	<a href="http://www.desmoineshelpwanted.com">www.desmoineshelpwanted.com</a>	515-512-4803	3
Personal Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	2

## 2. Job Title: Account Executive

### ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
AIB College of Business	2500 Fleur Drive, Des Moines IA 50321	No
Bradley University	1501 West Bradley Avenue, Peoria IL 61625	No
Briar Cliff College	3303 Rebecca Street, Sioux City IA 51104	No
Buena Vista College	610 West Fourth Street, Storm Lake IA 50588	No
Central Campus	1800 Grand Avenue, Des Moines IA 50309	No
Central College	812 University, Pella IA 50219	No
Chicago State University	9501 South MLK Drive, Chicago IL 60628	No
Clarke College	1550 Clarke Drive, Dubuque IA 52001	No
Coe College	1220 First Avenue NE, Cedar Rapids IA 52402	No
Department for the blind	524 Fourth Street, Des Moines IA 50309	No
Department of Veterans Affairs	3600 30th Street Des Moines, IA 50309	No
Div of Latino Affairs	321 East 12th Street Des Moines, IA 50319	No
Div of Status of African Americans	321 East 12th Street Des Moines, IA 50319	No
DMACC	2006 Ankeny Boulevard, Ankeny IA 50021	No
Drake University/Shari Tenney	2507 University Avenue, Des Moines IA 50311	No
Grandview College	1108 Boyd Avenue, Des Moines IA 50316	No
Hamilton Business College	4655 121st Street, Urbandale IA 50323	No
IA Commission Status of Women/IA Department	321 East 12th Street Des Moines, IA 50319	No
Indian Hills Community College	525 Grandview, Ottumwa IA 52501	No
Iowa Broadcasters Association	PO Box 71186, Des Moines IA 50325	No
Iowa Central Community College	330 Avenue M, Fort Dodge IA 50501	No
Iowa Lakes Community College	3200 College Drive, Emmetburg IA 50536	No
Iowa Lakes Community College	300 South 18th Street, Estherville IA 51334	No
Iowa State University	12 Alumni Hall, Ames IA 50011	No
Iowa Western Community College	2700 College Road, Council Bluffs IA 51502	No
Kirkwood Community College	6301 Kirkwood Boulevard SW, Cedar Rapids IA 52406	No
Loras College	1450 Alta Vista, Dubuque IA 52001	No
Luther College	700 College Drive, Decorah IA 52101	No
Lutheran Social Services	3125 Cottage Grove Road, Des Moines IA 50311	No
Morningside College	1501 Morningside Avenue, Sioux City IA 51106	No
NAACP	4805 Mt Hope Drive, Baltimore, MD 21215	No
National Assoc of Broadcasters	1771 North Street SW, Washington DC 20036	No
National Urban League	120 Wall Street, New York NY 10005	No
Northwest Iowa Community College	603 West Park Street, Sheldon IA 51201	No
Persons with Disabilities	321 East 12th Street Des Moines, IA 50319	No
Simpson College	701 North C Street, Indianola IA 50125	No
Southern Illinois University	Mailcode 4703, Carbondale IL 62901	No
St Ambrose University	518 West Locust Street, Davenport, IA 52803	No
University of Dubuque	2000 University Avenue, Dubuque IA 52001	No
University of Illinois	715 South Wright, Champaign IL 61820	No
University of Iowa	24 Phillips, Iowa City IA 52242	No
University of Northern Iowa	SSC #19, Cedar Falls IA 50614	No
Urban Dreams	1410 Sixth Avenue, Des Moines IA 50314	No
Wartburg College	222 Ninth Street NW/PO Box 1003, Waverly IA 50677	No
Wilberforce University	1055 North Bickett Road, Wilberforce OH 45384	No
Wikie House	900 17th Street, Des Moines IA 50314	No
William Penn University	201 Trueblood Avenue, Oskaloosa IA 52577	No
YMCA of Greater Des Moines	1611 11th Street, Des Moines IA 50314	No

Additional Referral/Recruitment Sources Used to Seek Candidates for this Vacancy Alone

Source	Address	Referred Person Hired?
Internet/DSMHelpwanted.com	www.desmoineshelpwanted.com	No
Personal Referral	<u>1416 Locust Street, Des Moines, IA 50309</u>	No
Internet/IBA.com	<u>www.iba.com</u>	No
Radio ads	1416 Locust Street, Des Moines, IA 50309	Yes
LinkedIn	1416 Locust Street, Des Moines, IA 50309	No

### ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Internet/IBA.com	IBA.com	515-224-7237	2
Internet/DSMhelpwanted.com	<u>www.desmoineshelpwanted.com</u>	515-512-4803	4
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1
Radio Ad	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1

### 3. Job Title: Program Director

#### ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
AIB College of Business	2500 Fleur Drive, Des Moines IA 50321	No
Bradley University	1501 West Bradley Avenue, Peoria IL 61625	No
Briar Cliff College	3303 Rebecca Street, Sioux City IA 51104	No
Buena Vista College	610 West Fourth Street, Storm Lake IA 50588	No
Central Campus	1800 Grand Avenue, Des Moines IA 50309	No
Central College	812 University, Pella IA 50219	No
Chicago State University	9501 South MLK Drive, Chicago IL 60628	No
Clarke College	1550 Clarke Drive, Dubuque IA 52001	No
Coe College	1220 First Avenue NE, Cedar Rapids IA 52402	No
Department for the blind	524 Fourth Street, Des Moines IA 50309	No
Department of Veterans Affairs	3600 30th Street Des Moines, IA 50309	No
Div of Latino Affairs	321 East 12th Street Des Moines, IA 50319	No
Div of Status of African Americans	321 East 12th Street Des Moines, IA 50319	No
DMACC	2006 Ankeny Boulevard, Ankeny IA 50021	No
Drake University/Shari Tenney	2507 University Avenue, Des Moines IA 50311	No
Grandview College	1108 Boyd Avenue, Des Moines IA 50316	No
Hamilton Business College	4655 121st Street, Urbandale IA 50323	No
IA Commission Status of Women/IA Department	321 East 12th Street Des Moines, IA 50319	No
Indian Hills Community College	525 Grandview, Ottumwa IA 52501	No
Iowa Broadcasters Association	PO Box 71186, Des Moines IA 50325	No
Iowa Central Community College	330 Avenue M, Fort Dodge IA 50501	No
Iowa Lakes Community College	3200 College Drive, Emmetburg IA 50536	No
Iowa Lakes Community College	300 South 18th Street, Estherville IA 51334	No
Iowa State University	12 Alumni Hall, Ames IA 50011	No
Iowa Western Community College	2700 College Road, Council Bluffs IA 51502	No
Kirkwood Community College	6301 Kirkwood Boulevard SW, Cedar Rapids IA 52406	No
Loras College	1450 Alta Vista, Dubuque IA 52001	No
Luther College	700 College Drive, Decorah IA 52101	No
Lutheran Social Services	3125 Cottage Grove Road, Des Moines IA 50311	No
Morningside College	1501 Morningside Avenue, Sioux City IA 51106	No
NAACP	4805 Mt Hope Drive, Baltimore, MD 21215	No
National Assoc of Broadcasters	1771 North Street SW, Washington DC 20036	No
National Urban League	120 Wall Street, New York NY 10005	No
Northwest Iowa Community College	603 West Park Street, Sheldon IA 51201	No
Persons with Disabilities	321 East 12th Street Des Moines, IA 50319	No
Simpson College	701 North C Street, Indianola IA 50125	No
Southern Illinois University	Mailcode 4703, Carbondale IL 62901	No
St Ambrose University	518 West Locust Street, Davenport, IA 52803	No
University of Dubuque	2000 University Avenue, Dubuque IA 52001	No
University of Illinois	715 South Wright, Champaign IL 61820	No
University of Iowa	24 Phillips, Iowa City IA 52242	No
University of Northern Iowa	SSC #19, Cedar Falls IA 50614	No
Urban Dreams	1410 Sixth Avenue, Des Moines IA 50314	No
Wartburg College	222 Ninth Street NW/PO Box 1003, Waverly IA 50677	No
Wilberforce University	1055 North Bickett Road, Wilberforce OH 45384	No
Wilkie House	900 17th Street, Des Moines IA 50314	No
William Penn University	201 Trueblood Avenue, Oskaloosa IA 52577	No
YMCA of Greater Des Moines	1611 11th Street, Des Moines IA 50314	No

Additional Referral/Recruitment Sources Used to Seek Candidates for this Vacancy Alone

Source	Address	Referred Person Hired?
Referral	1416 Locust Street, Des Moines, IA 50309	No
Internet/All Access.com	<a href="http://www.allaccess.com">www.allaccess.com</a>	No
Internal	1416 Locust Street, Des Moines, IA 50309	Yes

#### ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	2
Internet/All Access.com	<a href="http://www.allaccess.com">www.allaccess.com</a>	515-280-1350	1
Internal	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1

#### 4. Job Title: Traffic Assistant

#### ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
AIB College of Business	2500 Fleur Drive, Des Moines IA 50321	No
Bradley University	1501 West Bradley Avenue, Peoria IL 61625	No
Briar Cliff College	3303 Rebecca Street, Sioux City IA 51104	No
Buena Vista College	610 West Fourth Street, Storm Lake IA 50588	No
Central Campus	1800 Grand Avenue, Des Moines IA 50309	No
Central College	812 University, Pella IA 50219	No
Chicago State University	9501 South MLK Drive, Chicago IL 60628	No
Clarke College	1550 Clarke Drive, Dubuque IA 52001	No
Coe College	1220 First Avenue NE, Cedar Rapids IA 52402	No
Department for the blind	524 Fourth Street, Des Moines IA 50309	No
Department of Veterans Affairs	3600 30th Street Des Moines, IA 50309	No
Div of Latino Affairs	321 East 12th Street Des Moines, IA 50319	No
Div of Status of African Americans	321 East 12th Street Des Moines, IA 50319	No
DMACC	2006 Ankeny Boulevard, Ankeny IA 50021	No
Drake University/Shari Tenney	2507 University Avenue, Des Moines IA 50311	No
Grandview College	1108 Boyd Avenue, Des Moines IA 50316	No
Hamilton Business College	4655 121st Street, Urbandale IA 50323	No
IA Commission Status of Women/IA Department	321 East 12th Street Des Moines, IA 50319	No
Indian Hills Community College	525 Grandview, Ottumwa IA 52501	No
Iowa Broadcasters Association	PO Box 71186, Des Moines IA 50325	No
Iowa Central Community College	330 Avenue M, Fort Dodge IA 50501	No
Iowa Lakes Community College	3200 College Drive, Emmetburg IA 50536	No
Iowa Lakes Community College	300 South 18th Street, Estherville IA 51334	No
Iowa State University	12 Alumni Hall, Ames IA 50011	No
Iowa Western Community College	2700 College Road, Council Bluffs IA 51502	No
Kirkwood Community College	6301 Kirkwood Boulevard SW, Cedar Rapids IA 52406	No
Loras College	1450 Alta Vista, Dubuque IA 52001	No
Luther College	700 College Drive, Decorah IA 52101	No
Lutheran Social Services	3125 Cottage Grove Road, Des Moines IA 50311	No
Morningside College	1501 Morningside Avenue, Sioux City IA 51105	No
NAACP	4805 Mt Hope Drive, Baltimore, MD 21215	No
National Assoc of Broadcasters	1771 North Street SW, Washington DC 20036	No
National Urban League	120 Wall Street, New York NY 10005	No
Northwest Iowa Community College	603 West Park Street, Sheldon IA 51201	No
Persons with Disabilities	321 East 12th Street Des Moines, IA 50319	No
Simpson College	701 North C Street, Indianola IA 50125	No
Southern Illinois University	Mailcode 4703, Carbondale IL 62901	No
St Ambrose University	518 West Locust Street, Davenport, IA 52803	No
University of Dubuque	2000 University Avenue, Dubuque IA 52001	No
University of Illinois	715 South Wright, Champaign IL 61820	No
University of Iowa	24 Phillips, Iowa City IA 52242	No
University of Northern Iowa	SSC #19, Cedar Falls IA 50614	No
Urban Dreams	1410 Sixth Avenue, Des Moines IA 50314	No
Warburg College	222 Ninth Street NW/PO Box 1003, Waverly IA 50677	No
Wilberforce University	1055 North Bickett Road, Wilberforce OH 45384	No
Wilkie House	900 17th Street, Des Moines IA 50314	No
William Penn University	201 Trueblood Avenue, Oskaloosa IA 52577	No
YMCA of Greater Des Moines	1611 11th Street, Des Moines IA 50314	No

Additional Referral/Recruitment Sources Used to Seek Candidates for this Vacancy Alone

Source	Address	Referred Person Hired?
Radio Ad	1416 Locust Street, Des Moines, IA 50309	No
Internal	1416 Locust Street, Des Moines, IA 50309	No
Internet/IBA.com	<a href="http://www.iba.com">www.iba.com</a>	No
Internet/Des Moines Helpwanted.com	<a href="http://www.desmoineshelpwanted.com">www.desmoineshelpwanted.com</a>	No
Referral	1416 Locust Street, Des Moines, IA 50309	Yes
LinkedIn	1416 Locust Street, Des Moines, IA 50309	No

#### ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Radio Ad	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1
Internal	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1

5. Job Title: Account Executive

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
AIB College of Business	2500 Fleur Drive, Des Moines IA 50321	No
Bradley University	1501 West Bradley Avenue, Peoria IL 61625	No
Briar Cliff College	3303 Rebecca Street, Sioux City IA 51104	No
Buena Vista College	610 West Fourth Street, Storm Lake IA 50588	No
Central Campus	1800 Grand Avenue, Des Moines IA 50309	No
Central College	812 University, Pella IA 50219	No
Chicago State University	9501 South MLK Drive, Chicago IL 60628	No
Clarke College	1550 Clarke Drive, Dubuque IA 52001	No
Coe College	1220 First Avenue NE, Cedar Rapids IA 52402	No
Department for the blind	524 Fourth Street, Des Moines IA 50309	No
Department of Veterans Affairs	3600 30th Street Des Moines, IA 50309	No
Div of Latino Affairs	321 East 12th Street Des Moines, IA 50319	No
Div of Status of African Americans	321 East 12th Street Des Moines, IA 50319	No
DMACC	2006 Ankeny Boulevard, Ankeny IA 50021	No
Drake University/Shari Tenney	2507 University Avenue, Des Moines IA 50311	No
Grandview College	1108 Boyd Avenue, Des Moines IA 50316	No
Hamilton Business College	4655 121st Street, Urbandale IA 50323	No
IA Commission Status of Women/IA Department	321 East 12th Street Des Moines, IA 50319	No
Indian Hills Community College	525 Grandview, Ottumwa IA 52501	No
Iowa Broadcasters Association	PO Box 71186, Des Moines IA 50325	No
Iowa Central Community College	330 Avenue M, Fort Dodge IA 50501	No
Iowa Lakes Community College	3200 College Drive, Emmetburg IA 50536	No
Iowa Lakes Community College	300 South 18th Street, Estherville IA 51334	No
Iowa State University	12 Alumni Hall, Ames IA 50011	No
Iowa Western Community College	2700 College Road, Council Bluffs IA 51502	No
Kirkwood Community College	6301 Kirkwood Boulevard SW, Cedar Rapids IA 52406	No
Loras College	1450 Alta Vista, Dubuque IA 52001	No
Luther College	700 College Drive, Decorah IA 52101	No
Lutheran Social Services	3125 Cottage Grove Road, Des Moines IA 50311	No
Morningside College	1501 Morningside Avenue, Sioux City IA 51106	No
NACF	4805 Mt Hope Drive, Baltimore, MD 21215	No
National Assoc of Broadcasters	1771 North Street SW, Washington DC 20036	No
National Urban League	120 Wall Street, New York NY 10005	No
Northwest Iowa Community College	603 West Park Street, Sheldon IA 51201	No
Persons with Disabilities	321 East 12th Street Des Moines, IA 50319	No
Simpson College	701 North C Street, Indianola IA 50125	No
Southern Illinois University	Mailcode 4703, Carbondale IL 62901	No
St Ambrose University	518 West Locust Street, Davenport, IA 52803	No
University of Dubuque	2000 University Avenue, Dubuque IA 52001	No
University of Illinois	715 South Wright, Champaign IL 61820	No
University of Iowa	24 Phillips, Iowa City IA 52242	No
University of Northern Iowa	SSC #19, Cedar Falls IA 50614	No
Urban Dreams	1410 Sixth Avenue, Des Moines IA 50314	No
Wartburg College	222 Ninth Street NW/PO Box 1003, Waverly IA 50677	No
Wilberforce University	1055 North Bickett Road, Wilberforce OH 45384	No
Wilkie House	900 17th Street, Des Moines IA 50314	No
William Penn University	201 Trueblood Avenue, Oskaloosa IA 52577	No
YMCA of Greater Des Moines	1611 11th Street, Des Moines IA 50314	No

Additional Referral/Recruitment Sources Used to Seek Candidates for this Vacancy Alone

Source	Address	Referred Person Hired?
Internet/DSMHelpwanted.com	www.desmoineshelpwanted.com	No
Personal Referral	1416 Locust Street, Des Moines, IA 50309	No
Internet/IBA.com	www.iba.com	No
Radio ads	1416 Locust Street, Des Moines, IA 50309	No
LinkedIn	1416 Locust Street, Des Moines, IA 50309	Yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Referral	1416 Locust Street, Des Moines, IA 50309	515-512-4803	3
Radio Ad	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1

6. Job Title: Program Director

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
AIB College of Business	2500 Fleur Drive, Des Moines IA 50321	No
Bradley University	1501 West Bradley Avenue, Peoria IL 61625	No
Briar Cliff College	3303 Rebecca Street, Sioux City IA 51104	No
Buena Vista College	610 West Fourth Street, Storm Lake IA 50588	No
Central Campus	1800 Grand Avenue, Des Moines IA 50309	No
Central College	812 University, Pella IA 50219	No
Chicago State University	9501 South MLK Drive, Chicago IL 60628	No
Clarke College	1550 Clarke Drive, Dubuque IA 52001	No
Coe College	1220 First Avenue NE, Cedar Rapids IA 52402	No
Department for the blind	524 Fourth Street, Des Moines IA 50309	No
Department of Veterans Affairs	3600 30th Street Des Moines, IA 50309	No
Div of Latino Affairs	321 East 12th Street Des Moines, IA 50319	No
Div of Status of African Americans	321 East 12th Street Des Moines, IA 50319	No
DMACC	2005 Ankeny Boulevard, Ankeny IA 50021	No
Drake University/Shari Tenney	2507 University Avenue, Des Moines IA 50311	No
Grandview College	1108 Boyd Avenue, Des Moines IA 50316	No
Hamilton Business College	4655 121st Street, Urbandale IA 50323	No
IA Commission Status of Women/IA Department	321 East 12th Street Des Moines, IA 50319	No
Indian Hills Community College	525 Grandview, Ottumwa IA 52501	No
Iowa Broadcasters Association	PO Box 71186, Des Moines IA 50325	No
Iowa Central Community College	330 Avenue M, Fort Dodge IA 50501	No
Iowa Lakes Community College	3200 College Drive, Emmetburg IA 50536	No
Iowa Lakes Community College	300 South 18th Street, Estherville IA 51334	No
Iowa State University	12 Alumni Hall, Ames IA 50011	No
Iowa Western Community College	2700 College Road, Council Bluffs IA 51502	No
Kirkwood Community College	6301 Kirkwood Boulevard SW, Cedar Rapids IA 52406	No
Loras College	1450 Alta Vista, Dubuque IA 52001	No
Luther College	700 College Drive, Decorah IA 52101	No
Lutheran Social Services	3125 Cottage Grove Road, Des Moines IA 50311	No
Morningside College	1501 Morningside Avenue, Sioux City IA 51106	No
NAACP	4805 Mt Hope Drive, Baltimore, MD 21215	No
National Assoc of Broadcasters	1771 North Street SW, Washington DC 20036	No
National Urban League	120 Wall Street, New York NY 10005	No
Northwest Iowa Community College	603 West Park Street, Sheldon IA 51201	No
Persons with Disabilities	321 East 12th Street Des Moines, IA 50319	No
Simpson College	701 North C Street, Indianola IA 50125	No
Southern Illinois University	Mailcode 4703, Carbondale IL 62901	No
St Ambrose University	518 West Locust Street, Davenport, IA 52803	No
University of Dubuque	2000 University Avenue, Dubuque IA 52001	No
University of Illinois	715 South Wright, Champaign IL 61820	No
University of Iowa	24 Phillips, Iowa City IA 52242	No
University of Northern Iowa	SSC #19, Cedar Falls IA 50614	No
Urban Dreams	1410 Sixth Avenue, Des Moines IA 50314	No
Wartburg College	222 Ninth Street NWPO Box 1003, Waverly IA 50677	No
Wilberforce University	1055 North Bickell Road, Wilberforce OH 45384	No
Wilkie House	900 17th Street, Des Moines IA 50314	No
William Penn University	201 Trueblood Avenue, Oskaloosa IA 52577	No
YMCA of Greater Des Moines	1611 11th Street, Des Moines IA 50314	No

Additional Referral/Recruitment Sources Used to Seek Candidates for this Vacancy Alone

Source	Address	Referred Person Hired?
Referral	1416 Locust Street, Des Moines, IA 50309	Yes
Internal	1416 Locust Street, Des Moines, IA 50309	No
Internet/Allaccess.com	<a href="http://www.allaccess.com">www.allaccess.com</a>	No

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Referral	1416 Locust Street, Des Moines, IA 50309	515-512-4803	2
Internal	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1