

List of Recruitment Sources Used to Fill Each Vacancy

Job Title Account Executive Date Position Filled 12/19/19

Source for Actual Hire Indeed

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Central College	SEE ATTACHED AGENCY RECRUITMENT LIST FOR CONTACT INFORMATION
Dordt College	
NorthWest College	
IA Lakes Community College	
Iowa Broadcasters Association	
Indeed	
NW IA Community College	
Radio Sales Cafe	

Form Prepared By Lisa Johnston Date 12/20/19

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)

9/9/2020

Sioux Center
Agency Recruitment List

Agency Name	Address	Contact Name	Contact Email	Contact Phone	Contact Fax
Central College	812 University Pella, IA 50219	Debra DeVos	devosd@central.edu	641-628-5856	641-628-5338
Dordt College	498 4th Ave NE Sioux Center, IA 51250	Career Services		712-722-6000	712-722-6035
Northwestern College	Orange City, IA 51041	Career Services		712-707-7225	712-707-7247
Iowa Lakes Community College		Kent Schmidt (Emmetsburg) Melissa Lutat (Estherville)	kschmidt@iowalak es.edu or mlutat@iowalakes. edu	712-852-5284 (Etsbrg) 712-362- 7926 (Esthvle)	712-362-5970 (Estherville)
Iowa Broadcasters Association	Box 71186 Des Moines, IA 50325	Career Services		515-224-7237	515-224-6560
Indeed	www.indeed.com	N/A	N/A	1800-462-5842	
NWICC	603 Park St. W Sheldon, IA 51201	Career Services	jobs@nwicc.edu	712-324-0010	712-324-4136
Radio Sales Café	225 SW Skyline Dr. Pullman, WA 99163	Rebecca Schwar	rebecca@gracebroa	888-472-2388	N/A

Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 1, 2019
through September 30, 2020

Job Title	Date Filled
Account Executive	12/19/2019

Form Prepared By Lisa Johnston Date 9/9/2020

To be completed continuously as each vacancy is filled.

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

Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1, 2019 through September 30, 2020

Total Number of People Interviewed 6

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
Indeed	4
Radio Ad	2

Form Prepared By Lisa Johnston Date 9/9/2020

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.

Summary of Supplemental Outreach Initiatives

Filing Period From October 1, 2019 to September 30, 2020

First Initiative: Training to management level personnel as to methods of ensuring equal employment opportunity
and preventing discrimination

Activities to fulfill initiative 082020 GM attended EEO Meeting where training and look at the EEO program,
recruiting, hiring, outreach initiatives and public file were discussed.

Second Initiative: Training programs designed to enable station personnel to acquire skills that may qualify them
for higher level positions.

Activities to fulfill initiative 122019 AE completed RAB course that helped build knowledge and skills

Form Prepared By: Lisa Johnston Date: 092020

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, 2019 to September 30, 2020

First Initiative: Training to management level personnel as to methods of ensuring equal employment opportunity
and preventing discrimination

Activities to fulfill initiative 092020 GM attended webinar with management and reviewed documentation
compliance and record keeping and reporting including EEO topics.

Second Initiative: Hosting of Job Fair

Activities to fulfill initiative 092020 Station hosted a job fair inviting listeners to tour the station and discuss
employment opportunities in broadcasting and ask questions.

Form Prepared By: Lisa Johnston Date: 092020

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, 2019 to September 30, 2020

First Initiative: Participation in job fair

Activities to fulfill initiative 092020 station participated in a job fair at NW College

Second Initiative: Training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions.

Activities to fulfill initiative 092020 GM completed RAB course that helped build knowledge and skills.

Form Prepared By: Lisa Johnston Date: 092020

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.