

**KFMW, KOKZ, KPTY, KXEL**  
**EEO PUBLIC FILE REPORT**  
**September 28, 2018 - September 30, 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 Cedar Rapids Open Date: 8/28/2018 Hire Date: 10/18/2018	1-10, 12, 14, 17-26, 28-53	37
Traffic Manager Open Date: 11/19/2018 Hire Date: 1/25/2019	1-12, 14, 17-26, 28-36, 38-53	11
Account Executive Cedar Rapids Open Date: 11/27/2018 Hire Date: 1/14/2019	1, 3-10, 12, 14, 16-26, 28-36, 38-53	16
Account Executive Open Date: 1/1/2019 Hire Date: 4/15/2019	1, 3-9, 12-15, 17-39, 42-53	37
Account Executive Open Date: 1/1/2019 Hire Date: 4/15/2019	1, 3-9, 12-15, 17-39, 42-53	27
Account Executive Open Date: 5/1/2019 Hire Date: 7/15/2019	21,26,30,40, 46-49, 54, 55	54
Rock 108 Morning Show On Air Talent Open Date: 4/23/2019 Hire Date: 7/9/2019	2, 21,26,30,40, 46-49, 54	2

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<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	AARP 4801 Southwest 9th St. Suite 1 Des Moines, Iowa Phone : 515-287-1555 Fax : 1-515-287-1787 Gay-Ellen Fisher	N	0
2	All Access.com 28955 Pacific Coast Highway Ste #210 Malibu, California 90265 Phone : 310-457-6616 Job Board Manual Posting	N	4
3	Briar Cliff University 3303 Rebecca Sioux City, Idaho 51104 Phone : 310-457-6616 Job Board Manual Posting	N	0
4	Buena Vista University 610 W. Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : careerservices@bvu.edu Fax : 1-712-749-2036 Brenda Dodge	N	0
5	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : johnson@bvu.edu Jerry Johnson	N	0
6	Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 800-383-9600 Email : career@bvu.edu Zoey Breese	N	0

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7	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5271 Url : www.central.edu/career Fax : 1-641-628-5338 Pat Kitzman	N	0
8	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
9	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
10	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8000 Email : jdirks@coe.edu Fax : 1-319-399-8503 Judith Dirks	N	0
11	Current Employee	N	2
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	Did not indicate (Source Unknown)	N	1

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14	Drake University 202 Old Main 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-2835 Url : <a href="http://www.drake.edu">http://www.drake.edu</a> Email : <a href="mailto:kate.evans@drake.edu">kate.evans@drake.edu</a> Fax : 1-515-271-1855 Kate Evans	N	0
15	Employee Referral	N	2
16	Former Employee	N	1
17	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-515-263-2824 Jim Auther	N	0
18	Greater Cedar Valley Alliance & Chamber 10 West 4th St. Waterloo, Iowa 50701 Phone : 319-232-1156 Wendy Knapp Manual Posting	N	0
19	Hawkeye Community College P.O. Box 8015 Waterloo, Iowa 50704 Phone : 319-296-2320 Career Services Manual Posting	N	0
20	Illinois Center for Broadcasting 455 Eisenhower Lane Suite #200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : <a href="mailto:cjackson@beonair.com">cjackson@beonair.com</a> Carl Jackson	N	0
21	Iowa Broadcasters Association P.O. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Web Master Manual Posting	N	1

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22	Iowa Division of Latino Affairs 321 E. 12th Street Des Moines, Iowa 50319 Phone : 515-281-4080 Email : dhr.latinoaffairs@iowa.gov Sara Schoneberg	N	0
23	Iowa Lakes Community College 19 S 7th Street Estherville, Iowa 51334 Phone : 712-362-2604 Email : kcornwall@iowalakes.edu Kathy Miller Cornwall	N	0
24	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51501 Phone : 712-328-3821 Email : Pamela.Quandt@iowa.gov Fax : 1-712-325-0346 Pam Quandt	N	0
25	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Email : mlaird@dhs.state.ia.us Fax : 1-712-255-2674 Marceile Laird	N	0
26	Iowa Workforce Development Center 3420 University Ave. Waterloo, Iowa 54901 Phone : 319-291-2705 ext 310 Lacey IWD Manual Posting	N	0
27	Job Board	N	4
28	KBBG Radio 918 Newell St. Waterloo, Iowa 50703 Phone : 319-235-1515 Email : bev@kbbg.org Beverly Douglas	N	0

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29	Latino Center of the Midlands 4821 South 24th Street Omaha, Nebraska 68107 Phone : 402-733-2720 Url : <a href="http://www.latinocenterofthemidlands.org">www.latinocenterofthemidlands.org</a> Email : <a href="mailto:rvallecillo@latinocenterofthemidlands.org">rvallecillo@latinocenterofthemidlands.org</a> Fax : 1-402-733-6720 Reyna Vallecillo	N	0
30	Linked In <a href="http://www.linkedin.com">www.linkedin.com</a> 1000 W. Maude Ave Sunnyvale , California Phone : 3193988101 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Cynthia Lohman Manual Posting	N	0
31	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-563-588-7371 Bobbi Martin	N	0
32	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7723 Email : <a href="mailto:craig.schaefer@loras.edu">craig.schaefer@loras.edu</a> Craig Schaefer	N	0
33	Luther College 700 College Dr. Decorah, Iowa 52101 Phone : 563-387-1025 Url : <a href="http://www.career.luther.edu">www.career.luther.edu</a> Fax : 1-563-387-2628 Virginia Hanson	N	0
34	Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106 Phone : 712-274-5480 Email : <a href="mailto:madsend@morningside.edu">madsend@morningside.edu</a> Dave Madsen	N	0

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35	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	N	0
36	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Email : mba@mbaweb.org Fax : 1-319-363-7543 Barb Mussman	N	0
37	Non-Employee Referral	N	3
38	North Iowa Community College 500 College Dr. Mason City, Iowa 50401 Phone : 641-423-1264 Career Services Manual Posting	N	0
39	Northwestern College 101 7th Street SW Orange City, Iowa 51041 Phone : 712-707-7404 Email : cdc@nwciova.edu Fax : 1-712-704-7404 Nancy Landhuis	N	0
40	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : mpreston@nrgmedia.com Mary Preston	N	0
41	NRG Media, LLC 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-398-8119 Email : mpreston@nrgmedia.com Fax : 1-319-286-9383 Mary Preston	N	0

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42	Simpson College 701 N. C Street Indianola, Iowa 50125 Phone : 515-961-1667 Email : careers@simpson.edu Ann Sreubel	N	0
43	Sioux City Community Rights Commission 405 6th Street, Room 410 PO Box 447 Sioux City, Iowa 51102 Phone : 712-279-6985 Email : kmackey@sioux-city.org Karen Mackey	N	0
44	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Email : mba@mbaweb.org Fax : 1-563-589-3419 Deb Clarke	N	0
45	University of Dubuque 2000 University Ave Dubuque, Iowa 52001 Phone : 563-589-3132 Email : career@dbq.edu Fax : 1-563-589-3352 Career Service	N	0
46	University of Iowa School of Journalism E350D Adler Journalism Building University of iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Paul Jensen	N	0
47	University of Northern Iowa Dept of Communication Studies 326 Lang Hall Cedar Falls, Iowa 50614 Phone : 319-273-2574 Email : christopher.martin@uni.edu Christopher Martin	N	0

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48	University of Northern Iowa Dept of Communication Studies 326 Lang Hall Cedar Falls, Iowa 50614 Phone : 319-273-2574 Email : paul.torre@uni.edu Paul Torre	N	0
49	University of Northern Iowa Career Services 102 Gilchrist Hall Cedar Falls, Iowa 50615 Phone : 319-273-6857 Career Services Manual Posting	N	0
50	Urban Dreams 1400 6th Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Email : WFord14275@aol.com Bobbi Stanley	N	0
51	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 800-772-2085 Career Services Manual Posting	N	0
52	Wisconsin Broadcasters Association 44 E. Mifflin St. Suite #900 Madison, Wisconsin 75703 Phone : 608-225-2600 Michelle Vetterkind Manual Posting	N	0
53	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
54	Indeed.com	N	1

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55	Corridor Careers.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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	<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>	<b>Points</b>
1	10/22/2018	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
2	11/1/2018	Provision of training to management	The General Counsel and Director of Human Resources for NRG Media provided training to management attending the annual budget meeting in Cedar Rapids, IA.	4	Program Director Program Director Program Director Business manager	1.00
3	11/8/2018	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
4	11/17/2018	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
5	1/24/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
6	2/18/2019	Participation in Job Fairs	Promotions Director and DOS attended a job fair at University of Northern Iowa	2	Promotions Director DOS	0.25
7	2/25/2019	Participation in Job Fairs	Promotions Director and DOS attended a job fair at Luther College	2	Promotions Director DOS	0.25
8	2/26/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
9	3/19/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25

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10	5/8/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
11	5/30/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation to the Grinnell Rotary Club about work in Iowa Broadcasting	1	Program Director	0.25
12	6/25/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
13	7/15/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
14	7/23/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation on Iowa Broadcasting to community groups through the Humanities Iowa speakers bureau.	1	Program Director	0.25
15	7/25/2019	Participation in events sponsored by community groups	KXEL program director Jeff Stein gave a presentation to the Mid-day Waverly Rotary Club about work in Iowa Broadcasting	1	Program Director	0.25
16	9/25/2019	Participation in events sponsored by educational institutions.	NRG President and acting GM spoke with a group of University of Northern Iowa students attending the NAB Radio Show about careers in broadcasting and radio.	1	Program Director	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.75</b>