

EEO PUBLIC FILE REPORT
Oct. 31, 2006-Oct 1, 2007

A station may accululate 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:	KSTZ Account Executive	Date Filled:	11/10/06
2.	Job Title:	KIOA On-Air	Date Filled:	11/13/06
3.	Job Title:	DMRG NTR Sales	Date Filled:	11/27/06
4.	Job Title:	DMRG Internet Development Mgr	Date Filled:	1/29/07
5.	Job Title:	KLTI On-Air	Date Filled:	3/12/07
6.	Job Title:	KLTI Account Executive	Date Filled:	3/23/07
7.	Job Title:	DMRG Asst. Events Manager	Date Filled:	4/23/07
8.	Job Title:	DMRG Events Manager	Date Filled:	7/09/07
9.	Job Title:	KAZR Account Executive	Date Filled:	08/22/07
10.	Job Title:	KIOA Account Executive	Date Filled:	8/25/07
11.	Job Title:	KIOA On-Air	Date Filled:	09/14/07
12.	Job Title:	KSTZ Account Executive	Date Filled:	09/17/07
13.				
14.				
18.				

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

1.	Job Title:	KSTZ Account Executive		Date Filled:	11/10/06	
	Source	Contact Person	Address	Phone		Referred Person Hired?
	See Attached Documentation					
2.	Job Title:	KIOA On-Air		Date Filled:	11/13/06	
	Source	Contact Person	Address	Phone		Referred Person Hired?
	See Attached Documentation					
3.	Job Title:	DMRG NTR Sales		Date Filled:	11/27/06	
	Source	Contact Person	Address	Phone		Referred Person Hired?
	See Attached Documentation					

4. Job Title:	DMRG Internet Development Manager	Date Filled:	01/29/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?
5. Job Title:	KLTI On-Air	Date Filled:	03/12/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?
6. Job Title:	KLTI Account Executive	Date Filled:	03/23/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?
7. Job Title:	DMRG Asst. Events Manager	Date Filled:	04/23/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?
8. Job Title:	DMRG Events Manager	Date Filled:	07/09/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?
9. Job Title:	KAZR Account Executive	Date Filled:	08/22/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?
10. Job Title:	KIOA Account Executive	Date Filled:	08/25/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?
11. Job Title:	KIOA On-Air	Date Filled:	09/14/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?
12. Job Title:	KSTZ Account Executive	Date Filled:	09/17/07	
Source **See Attached Documentation**	Contact Person	Address	Phone	Referred Person Hired?

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year. (This will be a raw number) 63

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

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

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

10/31/06-10/01/07

2. The Des Moines Radio Group, has an established Internship Program that gives individuals a well-rounded understanding of the radio industry. While the internship is focused mainly in promotions, opportunities to explore other areas of the radio industry exist, including on-air.
3. 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.
4. Des Moines Radio Group staff members have spoken with various groups and organizations to give them a better understanding of the radio industry and careers within the industry.

Talk given by
Jill Olsen
Chris Beck

Audience
Simpson College
DMACC

Date
September 2007
September 2007

5. 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.
6. Des Moines Radio Group participated in a career fair at AIB (American Institute of Business) in September 2007
7. Des Moines Radio Group chaired golf outing in August of 2007 for Central Iowans in Radio & TV to raise money for their scholarship fund.

1. Job Title: Account Executive - KSTZ**ADDENDUM 2**

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 Unversity Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?	Interviewees
Radio Ad	1416 Locust St., Des Moines, IA 50309	Yes	
Referral Source/Contact Person	Address	Phone	Interviewees
Radio Ad/Jeff Delvaux	1416 Locust St., Des Moines, IA 50309	515-280-1350	4
Personal Referral			
Prior Posting			

2. Job Title: KIOA On-Air

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 University Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

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

Source	Address	Referred Person Hired	# of Interviewees
Current Parttime Employee	1416 Locust St., Des Moines, IA 50309	yes	
Referral Source/Contact Person	Address	Phone	# of Interviewees
Promotion	1416 Locust St., Des Moines, IA 50309	515-280-135	1
Personal Reference			2
Website			1

3. Job Title: DMRG NTR Sales

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 University Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person
Referral Source/Contact Person	Address	Hired
Personal Referral		yes

ADDENDUM 3

Referral Source/Contact Person	Address	Phone	# of Interviewees
Radio Ad/Jeff Delvaux	1416 Locust, Des Moines, IA 50309		3
Personal Referral			2

4. Job Title: DMRG Internet Development Mgr.

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 University Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired
Personal Referral	1416 Locust St., Des Moines, IA 50309	yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Personal Referral	1416 Locust St., Des Moines, IA 50309	515-280-1350	2
Website	1416 Locust St., Des Moines, IA 50309	515-280-1350	1

5. Job Title: KLTI On-Air

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 Unversity Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?
Current Parttime Employees	1416 Locust St., Des Moines, IA 50309	yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Current Parttime Employees	1416 Locust St., Des Moines, IA 50309	515-280-1350	3
All Access.com	1416 Locust St., Des Moines, IA 50309	515-280-1350	1

6. Job Title: Account Executive - KLTI

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 Unversity Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?
Personal Reference	1416 Locust St., Des Moines, IA 50309	yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Radio advertisement/Jeff Delvaux	1416 Locust St., Des Moines, IA 50309	515-280-1350	2
Personal Reference	1416 Locust St., Des Moines, IA 50309	515-280-1350	2

7. Job Title: DMRG Asst. Events Manager

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 University Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?
Personal Referral	1416 Locust St., Des Moines, IA 50309	Yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
IBA Website			1
Personal Referral			6
Iowa State University			1
DMRG Website			1

8. Job Title: DMRG Events Manager

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 University Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?
Personal Referral	1416 Locust St., Des Moines, IA 50309	Yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Personal Referral	1416 Locust St., Des Moines, IA 50309	515-280-1350	5
DMRG Website			1
IBA Website			1
Saga website			1

9. Job Title: Account Executive KAZR

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 University Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?
Radio Ad	1416 Locust St., Des Moines, IA 50309	Yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Radio Ad			4
Personal Referral			3
Resume sent in			1

10. Job Title: Account Executive - KIOA

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 Unversity Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?
Radio Ad	1416 Locust St., Des Moines, IA 50309	yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Personal Referral			3
Radio Ad			4
Resume sent in			1

11. Job Title: KIOA On-Air**ADDENDUM 2**

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 Unversity Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?
Promote Parttime Employee	1416 Locust St., Des Moines, IA 50309	yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Current Employee			1

12. Job Title: Account Executive - KSTZ

ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
Rainbow/Push Coalition	1002 Wisconsin Ave. NW, Washington, DC, 20007	no
NAACP	1025 Vermont Ave. NW, Washington, DC, 20005	no
Lutheran Social Services	3125 Cottage Grove Rd., Des Moines, IA 50311	no
Wartburg College	222 Ninth St. NW, PO Box 1003, Waverly, IA 50677	no
AIB College of Business	Career Center, 2500 Fleur Dr., Des Moines, IA 50321	no
Urban Dreams	1410 Sixth Ave., Des Moines, IA 50314	no
Coe College	Career Center, 1220 First Ave. NE, Cedar Rapids, IA 52402	no
University of Dubuque	Career Center, 2000 University Ave., Dubuque, IA 52001	no
Iowa Central Community College	Career Center, 330 Avenue M, Fort Dodge, IA 50501	no
Bradley University	Career Center, 1501 West Bradley Ave., Peoria, IL 61625	no
Dept. of Veterans Affairs	Career Center, 3600 30th St., Des Moines, IA 50313	no
Goodwill Industries	4900 NE 22nd St., Des Moines, IA 50313	no
Proteus Employment Opportunities	PO Box 10385, Des Moines, IA 50306	no
St. Ambrose University	Career Center, 518 W Locust St., Des Moines, IA 52803	no
Central Campus	Career Center, 1800 Grand Ave., Des Moines, IA 50309	no
Wilkie House	900 17th St., Des Moines, IA 50314	no
Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
Briar Cliff College	Career Center, 3303 Rebecca St., Sioux City, IA 51104	no
Indian Hills Community College	Career Center, 525 Grandview, Ottumwa, IA 52501	no
National Assoc. of Black Journalists	8701 A Adelphi Rd., Adelphi, MD 20783	no
Iowa Broadcasters Association	PO Box 71186, Des Moines, IA 50325	no
University of Missouri @ Columbia	Career Center, 130 Jesse Hall, Columbia, MO 65211	no
Northwest Iowa Community College	Career Center, 603 W Park St., Sheldon, IA 51201	no
DMACC Urban Campus	Career Center, 2006 Ankeny Blvd., Ankeny, IA 50021	no
Central College	Career Center, 812 University, Pella, IA 50219	no
Loras College	1450 Alta Vista, Dubuque, IA 52001	no
Grinnell College	1127 Park St., Grinnell, IA 50112	no
Buena Vista College	Forum Box 975, 610 W 4th St., Storm Lake, IA 50588	no
Iowa State University	12 Alumni Hall, Ames, IA 50011	no
Iowa Lakes Community College	3200 College Dr., Emmetsburg, IA 50536	no
Iowa Western Community College	2700 College Rd., Council Bluffs, IA 51502	no
Morningside College	1501 Morningside Ave., Sioux City, IA 51106	no
National Assoc. of Broadcasters	1771 North Street SW, Washington, DC 20036	no
Brown Institute	1440 Northland Dr., Mendota Heights, MN 55120	no
Persons with Disabilities	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no

Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Hamilton Business College	4655 121st St., Urbandale, IA 50323	no
University of Iowa	Job Placement Dept., 24 Phillips, Iowa City, IA 52242	no
Iowa Lakes Community College	300 S 18th St., Des Moines, IA 50314	no
YMCA of Greater Des Moines	Career Center, 1611 11th St., Des Moines, IA 50314	no
National Urban League	120 Wall St., New York, NY 10005	no
University of Northern Iowa	SSC #19, Cedar Falls, IA 50614	no
Division of African Americans	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
Drake University	Career Center, 2507 Unversity Ave., Des Moines, IA 50311	no
Simpson College	Career Center, 701 North C Street, Indianola, IA 50125	no
Department for the Blind	254 Fourth St., Des Moines, IA 50309	no
Southern Illinois University	Career Center, Woody Hall B-204, Mailcode 4703, Carbondale, IL 62901	no
Kirkwood Community College	Career Center, 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52406	no
Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
Broadcasting Institute of Maryland	Career Center, 7200 Hartford Rd., Baltimore, MD 21234	no
Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
Wilberforce University	Career Center, 1055 N Bickett Rd., Wilberforce, OH 45384	no
Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
Family Enrichment Center	401 E Court, Des Moines, IA 50309	no
University of Illinois	Career Center, 715 S Wright, Champaign, IL 61820	no
William Penn University	Penn Hall 315/316, 201 Trueblood Ave., Oskaloosa, IA 52577	no

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

Source	Address	Referred Person Hired?
Radio Ad	1416 Locust St., Des Moines, IA 50309	yes

ADDENDUM 3

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Radio Ad/Jeff Delvaux	1416 Locust St., Des Moines, IA 50309	515-280-1350	2
Personal Referral			2
Call Back			2

