# 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 |
|---|---|
| Marketing Specialist | 10/26/2019 & 11/23/2019 |
| Administrative Assistant | 06/22/2020 |
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Form Prepared By Lisa Johnston Date 09/10/2020

To be completed continuously as each vacancy is filled.

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

# List of Recruitment Sources Used to Fill Each Vacancy

Job Title ___Marketing Specialist_ Date Position Filled _____10/26/19-11/23/19_____

Source for Actual Hire _____Explore Okoboji/KUYY___ Recruitment Sources Utilized

| | |
|---|---|
| Indeed.com | careers@exploreokoboji.com |
| Exploreokoboji.com | careers@exploreokoboji.com |
| | |
| KUOO/KUQQ/KUYY/KUXX/KKOJ | careers@exploreokoboji.com |
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Form Prepared By __Terry Lowry_____ Date __1/17/20_____

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)

# List of Recruitment Sources Used to Fill Each Vacancy

Job Title ___Administrative Assistant_ Date Position Filled ____6/22/2020_____

Source for Actual Hire _____exploreokoboji.com____ Recruitment Sources Utilized

| Name & Address | Contact Person & Phone/Fax # |
|---|---|
| exploreokoboji.com | Terry Lowry 712-336-5800 |
| Indeed | careers@exploreokoboji.com |
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Form Prepared By __Terry Lowry_____ Date __6/23/20_____

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)

# List of Recruitment Sources Used to Fill Each Vacancy

Job Title Marketing Specialist Date Position Filled _____

Source for Actual Hire _____

Recruitment Sources Utilized

| Name & Address | Contact Person & Phone/Fax # |
|---|---|
| Indeed<br>On Air - KUOO, KUYY, KUQQ | See Attached Agency Recruitment List |
| ExploreOkoboji.com<br>On Air - KUXX, KKOJ | |
| On Air - KAYL AM/FM, KKIA<br>Iowa Broadcasters Association | |
| Grinnell College<br>Simpson College | |
| Morningside College<br>SDSU | |
| Northwestern College - Iowa<br>Dordt University | |
| University of Iowa<br>Central College | |
| SD Broadcasters Association | |

Form Prepared By Lisa Johnston Date 9/10/2020

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)

Agency Recruitment List

| Agency Name | Address | Contact Name | Contact Email | Contact Phone | Contact Fax |
|---|---|---|---|---|---|
| Central College | 812 University St. Pella, IA 50219 | N/A | humanresources@central.edu | 641-628-5199 | 641-628-5374 |
| Dordt University | 700 7th Street NE Sioux Center, IA 51250 | Amy Westra/Missy Mulder | cdc@dordt.edu | 712-722-6057 | |
| Exploreokoboji.com | PO Box 528 Spirit Lake, IA 51360 | Terry Lowry | terry@explorekoboji.com / careers@exploreokoboji.com | 712-336-5800 / 712-264-1074 | 712-336-1634 / 712-264-1077 |
| Grinnell College | 1115 8th Ave Grinnell, IA 50112 | N/A | jobs@grinnell.edu | 641-269-4000 | |
| Indeed | www.indeed.com | N/A | N/A | 1800-462-5842 | |
| Iowa Broadcasters Association | PO Box 71186 Des Moines, IA 50325 | Sue Toma | iowaiba@dwx.com | 515-224-7234 | 515-224-6560 |
| KKOJ/KUXX | 3201 18th St Spirit Lake, IA 51360 | Terry Lowry | terry@dakotabroadcasting.com | 712-336-5801 | 712-336-1634 / 712-264-1078 |
| KUOO/KUQQ/KUYY | 3200 18th St Spirit Lake, IA 51360 | Terry Lowry | terry@dakotabroadcasting.com | 712-336-5800 | 712-336-1634 / 712-264-1077 |
| Morningside College | 1501 Morningside Ave Sioux City, IA 51106 | Stacie Hays | hays@morningside.edu | 712-274-5000 | |
| Northwestern College - Iowa | 101 7th Street SW Orange City, IA 51041 | | career@nwciowa.edu | 712-707-7227 | |
| Simpson College | 701 North C Street Indianola, IA 50125 | N/A | careers@simpson.edu | 515-961-6251 | |
| South Dakota Broadcasting Association | 106 W Capital Box 1037 Pierre, SD 57501 | Marla Willard | marla@willardandassociates.com | 605-224-1034 | |
| South Dakota State University | Brookings, SD 57007 | Self Report | Handshake Self Report | 800-952-3541 | |
| Storm Lake Radio | 910 Flindt Dr. Storm Lake, IA 50588 | Wendy Hathaw | wendy@stormlakeradio.com | 712-732-3520 | 712-732-1746 |
| University of Iowa | 1 West Park Rd Iowa City, IA 52242 | N/A | uiowa@foriowa/org | 800-648-6973 | |

# 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 11

Number of Interviewees Referred by Each Recruitment Source

| Recruitment Source Name | Total # of Interviewees |
|---|---|
| Exploreokoboji.com | 6 |
| KUOO/KUQQ/KUYY | 1 |
| Indeed | 4 |
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Form Prepared By Lisa Johnston Date 9/10/2020

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, Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Activities to fulfill initiative 082020 GMs attended a meeting where EEO compliance, regulation and changes were discussed.

Second Initiative: Community Events, providing training to personnel of unaffiliated non-profit organizations interested in broadcast emplyment opportunities that will enable them to better rfer job candidates for broadcast positions.

Activities to fulfill initiative 122019 Student from local high school completed a job shadow at the station.

Form Prepared By: Lisa Johnston Date: 09/10/2020

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, providing training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that will enable them to better refer job candidtes for broadcast positions

Activities to fulfill initiative 012020 Student from the local school completed an internship at the stations.

Second Initiative: Community Events, providing training to personnel of unaffiliated non-profit organizations interested in broadcast emplyment opportunities that will enable them to better rfer job candidates for broadcast positions.

Activities to fulfill initiative 102019 Students from IA Lakes Community College toured the stations and held Q&A

Form Prepared By: Lisa Johnston Date: 09/10/2020

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: Hosting a job fair

Activities to fulfill initiative 092020 Market hosted a job fair at the station.

Second Initiative:

Activities to fulfill initiative

Form Prepared By: Lisa Johnston Date: 09/15/2020

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.