

Spirit Lake
EEO PUBLIC FILE REPORT
October 1, 2008 - September 30, 2009

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	2-33, 35, 37-52, 54-60, 62-64, 68-70, 72-94, 96	70
Account Executive	1, 7, 23, 27, 34, 39, 48, 53, 61, 64, 67- 69, 74, 79-85, 91-92, 95, 97-98	67
On-Air Personality	1-8, 10, 12-20, 22-23, 25-27, 30-34, 36- 39, 41-42, 44-48, 50-54, 56-62, 64, 66, 68-69, 71-74, 76-77, 79-86, 89-94, 96- 97	71
On-Air Personality	1-8, 10, 12-20, 22-23, 25-27, 30-34, 36- 39, 41-42, 44-48, 50-54, 56-62, 64, 66, 68-69, 71-74, 76-77, 79-86, 89-94, 96- 97	71

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	National Association of Broadcasters 1771 N St. NW Washington, District of Columbia Phone : 202-429-5497 Fax : 1-202-429-5343 Alex Hitz Sanchez	N	0
2	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa Phone : 515/287-1555 Fax : 515/287-1787 Gay-Ellen Fisher	N	0
3	Affirmative Action Register 8356 Olive Blvd St. Louis, Missouri 63132 Phone : 314/991-1335 Fax : 314/997-1788 Joyce R Green	N	0
4	American Institute of Business 2500 Fleur Drive Des Moines, Iowa Phone : 515/244-4221 Fax : 515/288-4366 Carrie Blackburn	N	0
5	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703/506-3290 Fax : 703/506-3266 Maria E Brennan	N	0
6	Augustana College 639 38th St Rock Island, Illinois 61201 Phone : 309/794-7339 Fax : 309/794-3369 Kristi Gimel Becker	N	0
7	Ball State University Dept of Telecommunications Muncie, Indiana 47306 Phone : 765-285-1872 Fax : James Needham	N	0

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8	Black Broadcasters Alliance 711 W.40th St Suite 330 Baltimore, Maryland 21211 Phone : 410/662-4536 Fax : 410/662-0186 Eddie Edwards	N	0
9	Blackhawk College 6600 34th Avenue Moline, Illinois 61265 Phone : 309/797-7138 Fax : Mary Jo Curless	N	0
10	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51104 Phone : 712/279-5455 Fax : 712/279-1698 Bonnie Shinn	N	0
11	Broadcast Education Association 1771 N Street NW Washington, District of Columbia Phone : 202/429-5354 Fax : Louisa A Nielsen	N	0
12	Buena Vista University 610 W. Fourth St Storm Lake, Iowa 50588 Phone : 712/749-2440 Fax : 712/749-2036 Carol Lytle	N	0
13	Central College 812 University Pella, Iowa 50219 Phone : 641/628-5271 Fax : 641/628-5338 Pat Joachim Kitzman	N	0
14	Chicago State University 9501 South ML King Drive Chicago, Illinois 60628 Phone : 773/995-2327 Fax : 773/995-2477 Olive Waugh	N	0

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15	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563/588-6302 Fax : 563/588-8173 Mary Russell	N	0
16	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319/399-8844 Fax : 319/399-8503 Diane Rae Patten	N	0
17	Columbia College 600 S. Michigan Avenue Chicago, Illinois 60605 Phone : 312/344-7281 Fax : 312/344-8020 Matt Green	N	0
18	Department of Veterans Affairs Camp Dodge Bldg. A6A Johnston, Iowa Phone : 515/242-5331 Fax : 515/242-5559 Patrick Palmersheim	N	0
19	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny, Iowa 50021 Phone : 515/964-6463 Fax : 515/965-7158 Dave Reimers	N	0
20	Division of Persons With Disabilities Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/242-6334 Fax : 515/242-6119 Jill Filitano	N	0
21	DMACC - Des Moines/Urban Campus 1100 7th St Des Moines, Iowa 50314 Phone : 515/248-7211 Fax : 515/248-7530 Mary K Moore	N	0

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22	Drake University 2507 University Ave Des Moines, Iowa Phone : 515/271-3721 Fax : 515/271-2376 Debra Setterdahl	N	0
23	Eastern Illinois University 600 Linclon Ave Charleston, Illinois 61920 Phone : 217-581-2016 Fax : Mark Borzi	N	0
24	Emporia State University 1200 Commercial Street Emporia, Kansas 66801 Phone : 620-341-5407 Fax : 1-620-341-5168 Vickie Kaplan	N	0
25	Foundation for Minority Interests in Media 1299 Pennsylvania Ave Washington, District of Columbia 20004 Phone : 202/637-4494 Fax : 202/637-4495 Phylis A Eagle-Oldson	N	0
26	Grand View College 1200 Grandview Avenue Des Moines, Iowa 50316 Phone : 515/263-2888 Fax : 515/263-2824 Dr. James V Arthur	N	0
27	Green River C.C. 5115 Vilas Hall 821 University Ave. Madison, Wisconsin 53706 Phone : 608-263-4080 Fax : James Baughman	N	0
28	Grinnell College 1127 Park St Grinnell, Iowa 50112 Phone : 6412/269-4940 Fax : Valorie Larsson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Hamilton College - Cedar Rapids 2302 First St Cedar Rapids, Iowa 50613 Phone : 319/277-0220 Fax : Lisa K Smith	N	0
30	Hamilton College - Des Moines 4655 121st St Des Moines, Iowa 50323 Phone : 515/727-2100 Fax : 515/727-2115 Lori Gelhaar	N	0
31	Hawkeye Community College 1502 E. Orange Rd Waterloo, Iowa Phone : 319/296-2320 Fax : 319/296-1028 Ruben Carrion	N	0
32	IA Commission on the Status of Women Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/281-4461 Fax : 515/242-6119 Charlotte Nelson	N	0
33	IA Division of the Status of African Americans Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/281-3274 Fax : 515/242-6119 Kimberly Baxter	N	0
34	Illinois State University Campus Box 4480 Normal, Illinois 61790 Phone : 309-438-7329 Fax : Dr. Joseph Blaney	N	0
35	Illinois State University 185 Student Services Building Normal, Illinois Phone : 309/438-2200 Fax : Michael Schermer	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Iowa Broadcasters	N	0
37	Iowa Central Community College 330 Avenue M Fort Dodge, Iowa 50501 Phone : 515/576-0099 Fax : 515/576-7724 Sara Condon	N	0
38	Iowa Division of Latino Affairs Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/281-4080 Fax : 515/242-6119 John Paul	N	0
39	Iowa Lakes Community College 300 South 18th Street Estherville, Iowa 51334 Phone : 712-362-7914 Fax : Kathryn Miller	N	0
40	Iowa Lakes Community College-Emmetsburg 3200 Lakes Community College Emmetsburg, Iowa 50536 Phone : 712/362-7990 Fax : Diana Refsell	N	0
41	Iowa Lakes Community College-Estherville 300 South 18th St Estherville, Iowa 51334 Phone : 712/362-7926 Fax : 712/362-5970 Linda Wiegman	N	0
42	Iowa State University 0570 Beardshear Hall Ames, Iowa Phone : 515/294-9490 Fax : 515/294-8697 Beverly Madde	N	0

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43	Iowa Wesleyan College 601 N. Main St Mt. Pleasant, Iowa 52641 Phone : 319/385-8021 Fax : Jeremy Reed	N	0
44	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51502 Phone : 712/325-3200 Fax : 712/325-3720 Hugh Irwin	N	0
45	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515/281-9619 Fax : 515/281-9640 Erv Feh	N	0
46	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 601/976-2477 Fax : 601/979-3948 Lavenita Cottrell	N	0
47	KDPS-FM (Des Moines Public Schools) Central Campus 1800 Grand Ave. Des Moines, Iowa 50309 Phone : 515/242-7723 Fax : 515/243-7598 Bill Springer	N	0
48	KUOO PO Box 528 Spirit Lake, Iowa 51360 Phone : 7123365800 Fax : 1-712-336-1634 Billie Danbom	N	3
49	KUOO/Q102/Y100	N	0

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50	Latino Americano, El Centro 221 E. 4th St Suite 111 Waterloo, Iowa 50703 Phone : 319/287-6400 Fax : 319/236-8240 Ruben Arce	N	0
51	Loras College 1450 Alta Vista St. Dubuque, Iowa 52004 Phone : 563/588-7922 Fax : 563/588-7371 Bobbi Martin	N	0
52	Luther College 700 College Dr. Decorah, Iowa Phone : 563/387-1025 Fax : 563/387-2158 Mark Peltz	N	0
53	Madison Area Technical College 827 Banker Road Fort Atkinson, Wisconsin 53538 Phone : 920-568-7200 Fax : 1-920-563-7059 A A	N	0
54	Martin L. King Jr Center 515 Beach St. Waterloo, Iowa 50703 Phone : 319/234-7543 Fax : 319/235-7287 Gloria Stigler	N	0
55	Minorities in Broadcasting Training Program P.O. Box 39696 Los Angeles, California 90039 Phone : 818/240-3362 Fax : Patrice Williams	N	0
56	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 712/274-5000 Fax : 712/274-5101 Wendy Stevenson	N	0

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57	NAACP 105 Vermont Ave. NW Washington, District of Columbia 20005 Phone : 208/375-3664 Fax : 208/344-6314 John Crosby	N	0
58	NAACP & Community Resource Center 1134 9th St. SE Cedar Rapids, Iowa 52401 Phone : 319/365-9482 Fax : 319/365-9482 J. Rusell Lowe	N	0
59	National Association of Black Journalists 8701-A Adelphi Rd. Adelphi, Maryland Phone : 301/445-7100 Fax : 301/445-7101 Tanjie Newborn	N	0
60	National Association of Hispanic Journalists 529 14th St., Suite 1000 Washington, District of Columbia Phone : 202/662-7145 Fax : 202/662-7144 Ivan Roman	N	0
61	Northern Advantage Job Center 100 W Keenan Street Rhineland, Wisconsin 54501 Phone : 715.365.2697 Fax : Steve Koenig	N	0
62	Northwestern College 208 8th St.. SW Orange City, Iowa 51041 Phone : 712/707-7225 Fax : 712/707-7404 Bill Minnick	N	0
63	Northwestern University 630 Lincoln St. Evanston, Illinois 60208 Phone : 847/491-5786 Fax : Lonnie Dunlap	N	0

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64	NRG Media PO Box 528 Spirit Lake, Iowa 51360 Phone : 319-398-8106 Fax : 1-319-286-9383 Jessica Link	N	0
65	NRG Media PO BOX 528 Spirit Lake, Iowa 51360 Phone : 712-336-5800 Fax : 1-712-336-1634 Marty Spies	N	0
66	NRG Media, LLC 2875 Mount Vernon Rd SE Cedar Rapids, Iowa 52403 Phone : (319) 398-8106 Fax : 1--- Jessica Link	N	0
67	NRG website	N	1
68	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Fax : 1-216-642-9232 Gary James	Y	0
69	Parkland College 2400 W Bradley Ave Champaign, Illinois 61822 Phone : 217-351-2230 Fax : Tom McDonnell	N	0
70	radio ads	N	4
71	Referral	N	2
72	Scott Community College 500 Belmont Rd. Bettendorf, Iowa 52722 Phone : 563/441-4020 Fax : 563/441-4204 Rochelle Carlson	N	0

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73	Simpson College 701 N. C St Indianola, Iowa 50125 Phone : 515/961-1530 Fax : 515-961-1674 Denice Ross Haynes	N	0
74	South Suburban College 15800 South State South Holland, Illinois 60473 Phone : 708-596-2000 ex.2479 Fax : John Geraci	N	0
75	Southwest Wisconsin Technical College 1800 Bronson Fennimore, Wisconsin 53809 Phone : 800-362-3322 Fax : Sheila Marten	N	0
76	St Ambrose University Davenport, Iowa 52803 Phone : 563/333-6300 Fax : 563/333-6248 Jennifer Timmons	N	0
77	Truman State University 100 E. Normal Kirksville, Missouri 63501 Phone : 660/785-4353 Fax : 660/785-4366 Jan Fishback	N	0
78	TV Jobs.com P.O. Box 4116 Oceanside, California Phone : 877-988-9808 Fax : Mark C Holloway	N	0
79	U of Illinois 119 Gregory Hall 810 S, Wright St. Urbana, Illinois 61801 Phone : 217-333-0709 Fax : Walt Harrington	N	0

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80	U of Minnesota 224 Church St. SE Minneapolis, Minnesota 55455 Phone : 612-628-8512 Fax : Shelley Miller	N	0
81	U of Nebraska-Kearney 109 Thomas Hall Dept. of Communications Kearney, Nebraska 68849 Phone : 308-865-8249 Fax : Keith Terry	N	0
82	U of Nebraska-Lincoln 147 Andersen Hall Dept. of Broadcasting Lincoln, Nebraska 68588 Phone : 402-472-3056 Fax : Jerry Renaud	N	0
83	U of Nebraska-Omaha Arts and Sciences Hall 108-A Omaha, Nebraska 68182 Phone : 402-554-2600 Fax : Jeremy Lipschultz	N	0
84	U of South Dakota 414 East Clark ANMC205 Vermillion, South Dakota 57069 Phone : 605-677-5477 Fax : R. Chavez	N	0
85	U of W La Crosse 1725 State St. 346 Ctr for the Arts La Crosse, Wisconsin 54601 Phone : 608-7856716 Fax : Ronda knox	N	0
86	UNI-CUE 800 Sycamore St. Waterloo, Iowa 50703 Phone : 319-433-1220 Fax : 1-319-433-0160 Karen McNeil	N	0

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87	University of Dubuque 2000 University Dubuque, Iowa 52001 Phone : NA Fax : Deb Clarke	N	0
88	University of Iowa 24 Phillips Hall Iowa City, Iowa 52242 Phone : 319/335-1023 Fax : 319/335-1029 David Baumgartner	N	0
89	University of Missouri 909 Lowry Mll Columbia, Missouri Phone : 573/882-6801 Fax : 573/882-5440 Joseph Johnston	N	0
90	University of Northern Iowa SSC #19 Cedar Falls, Iowa Phone : 319-273-6857 Fax : 1-319-273-6998 Sandra K Hoy	N	0
91	University of Wisconsin 105 Garfield Ave Eau Claire, Wisconsin 54702 Phone : 715-836-2528 Fax : Karen Kremer	N	0
92	University of Wisconsin-Platteville Career Center 1 University Plaza Platteville, Wisconsin Phone : 608/342-1033 Fax : 1-608-342-1172 Diane Trened	N	0
93	Urban Dreams 1410 6th Ave. Des Moines, Iowa 50314 Phone : 515/288-4742 Fax : 515/284-5886 Wayne Ford	N	0

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94	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319/352-8425 Fax : 319/352-8365 Derek Solheim	N	0
95	Wartburg College 222 9th Street NW PO Box 1003 Waverly, Iowa 50677 Phone : 319352-8534 Fax : Dr. Jeff Stein	N	0
96	William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641/673-1045 Fax : 641/673-1049 Marsha Riordan	N	0
97	Wisconsin TechConnect PO Box 518 Rhinelander, Wisconsin 54501 Phone : 715.365.4448 Fax : 1-715-365-4542 Lori Vance	N	0
98	Y100	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/9/2009	Provision of training to management	One hour live webinar training on FCC EEO requirement to announce job openings to all referral agencies and minority organizations, and the values of recruiting diverse employees from a broad labor force, learning how to use Broadcast1Source online service to insure broad dissemination of job postings to diverse constituencies.	1	Terry Lowry Business Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						1.00