



Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of
October 1, 2014 through September 30, 2016

Job Title	Date Filled
On Air Personality	10/05/2015

List of Recruitment Sources Used to Fill Each Vacancy

Job Title Afternoon Announcer Date Position Filled 10/05/2015

Source for Actual Hire KSOU KIHK Radio

Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
University of Iowa School of Journalism	See Attached Agency Recruitment List
Sioux Center News	See Attached Agency Recruitment List
KIHK FM	See Attached Agency Recruitment List
Morningside College	See Attached Agency Recruitment List
Iowa Broadcaster Assn.	See Attached Agency Recruitment List
Northwestern College	See Attached Agency Recruitment List
Dordt College	See Attached Agency Recruitment List
Luther College	See Attached Agency Recruitment List
NRG MEDIA	See Attached Agency Recruitment List
NWICC	See Attached Agency Recruitment List
Urban Dreams	See Attached Agency Recruitment List
Iowa Central College	See Attached Agency Recruitment List
Simpson College	See Attached Agency Recruitment List
UNI-CUE	See Attached Agency Recruitment List
Scott Community College	See Attached Agency Recruitment List
Luther College	See Attached Agency Recruitment List
Iowa Workforce Development	See Attached Agency Recruitment List
Iowa Lakes Community College-Estherville	See Attached Agency Recruitment List
Iowa Western Community College	See Attached Agency Recruitment List
Hamilton College - Des Moines	See Attached Agency Recruitment List
Iowa Division of Latino Affairs	See Attached Agency Recruitment List
Hawkeye Community College	See Attached Agency Recruitment List
Drake University	See Attached Agency Recruitment List
Des Moines Area Community College	See Attached Agency Recruitment List
Central College	See Attached Agency Recruitment List
American Institute of Business	See Attached Agency Recruitment List

Briar Cliff University	See Attached Agency Recruitment List
AARP Foundation	See Attached Agency Recruitment List
St Ambrose University	See Attached Agency Recruitment List
City of Council Bluffs	See Attached Agency Recruitment List
Iowa Rehabilitation Area Office	See Attached Agency Recruitment List
Buena Vista University	See Attached Agency Recruitment List
Goodwill Industries Rehabilitation Facil.	See Attached Agency Recruitment List
Morningside College	See Attached Agency Recruitment List
Iowa State Dept. of Human Services	See Attached Agency Recruitment List
Wartburg College	See Attached Agency Recruitment List
University of Dubuque	See Attached Agency Recruitment List
St. Amrose University	See Attached Agency Recruitment List
Northwestern College	See Attached Agency Recruitment List
Loras College	See Attached Agency Recruitment List
Iowa State University	See Attached Agency Recruitment List
Clarke College	See Attached Agency Recruitment List
Grand View College	See Attached Agency Recruitment List
Buena Vista College	See Attached Agency Recruitment List

Form Prepared By **Cami Jo Howrey** Date **09/29/15**

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)

Dakota & Community First Broadcasting
5809 S. Remington Place, Suite 106
Sioux Falls, SD 57108

On Air Talent Agency Recruitment List

36514	9/14/2015	University of Iowa School of Journalism		paul-w-jensen@uiowa.edu	SUCCESS
36514	9/14/2015	Sioux Center News	1-712-722-0507		SUCCESS
36514	9/14/2015	KIHK FM	1-712-722-1102		SUCCESS
36514	9/14/2015	Morningside College	1-712-274-5101		SUCCESS
36514	9/14/2015	Iowa Broadcaster Assn.	1-515-224-6560		SUCCESS
36514	9/14/2015	Northwestern College	1-712-707-7247		SUCCESS
36514	9/14/2015	Dordt College	1-712-722-6035		SUCCESS
36514	9/14/2015	Luther College	1-563-387-2628		SUCCESS
36514	9/14/2015	NRG MEDIA	1-319-362-1589	dmcldowell@nrgmedia.com	SUCCESS
36514	9/14/2015	NWICC	1-712-324-4136		SUCCESS
36514	9/14/2015	Urban Dreams	515-284-5886		SUCCESS
36514	9/14/2015	Iowa Central College	1-515-576-7724		SUCCESS
36514	9/14/2015	Simpson College	515-961-1674		SUCCESS
36514	9/14/2015	UNI-CUE	1-319-433-0160		SUCCESS
36514	9/14/2015	Scott Community College	563-441-4204		SUCCESS
36514	9/14/2015	Luther College	563-387-2158		SUCCESS
36514	9/14/2015	Iowa Workforce Development	515-281-9640		SUCCESS
36514	9/14/2015	Iowa Lakes Community College-Estherville	712-362-5970		SUCCESS
36514	9/14/2015	Iowa Western Community College	712-325-3720		SUCCESS
36514	9/14/2015	Hamilton College - Des Moines	515-727-2115		SUCCESS
36514	9/14/2015	Iowa Division of Latino Affairs	515-242-6119		SUCCESS
36514	9/14/2015	Hawkeye Community College	319-296-1028		SUCCESS
36514	9/14/2015	Drake University	515-271-2376		SUCCESS
36514	9/14/2015	Des Moines Area Community College	515-965-7158		SUCCESS
36514	9/14/2015	Central College	641-628-5338		SUCCESS
36514	9/14/2015	American Institute of Business	515-288-4366		SUCCESS
36514	9/14/2015	Briar Cliff University		dori.rivera@briarcliff.edu	SUCCESS
36514	9/14/2015	AARP Foundation	515-287-1787		SUCCESS
36514	9/14/2015	St Ambrose University	563-333-6243		SUCCESS
36514	9/14/2015	City of Council Bluffs	712-322-9255		SUCCESS
36514	9/14/2015	Iowa Rehabilitation Area Office	712-325-0346		SUCCESS
36514	9/14/2015	Buena Vista University	712-322-8604		SUCCESS
36514	9/14/2015	Goodwill Industries Rehabilitation Facil.	712-258-7832		SUCCESS
36514	9/14/2015	Morningside College	1-712-274-5101	hays@morningside.edu	SUCCESS
36514	9/14/2015	Iowa State Dept. of Human Services	712-255-2674		SUCCESS
36514	9/14/2015	Wartburg College	1-319-352-8365		SUCCESS
36514	9/14/2015	University of Dubuque	1-563-589-3419		SUCCESS
36514	9/14/2015	St. Amrose University	1-563-333-6243		SUCCESS
36514	9/14/2015	Northwestern College	1-712-707-7404		SUCCESS
36514	9/14/2015	Loras College	1-563-588-7371		SUCCESS
36514	9/14/2015	Iowa State University		taren@iastate.edu	SUCCESS
36514	9/14/2015	Clarke College		careerservices@clarke.edu	SUCCESS
36514	9/14/2015	Grand View College	1-515-263-2824		SUCCESS
36514	9/14/2015	Buena Vista College	1-712-749-2036		SUCCESS

Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of **October 1, 2014 through September 30, 2016**

Total Number of People Interviewed 4

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
KSOU On Air Recruitment Ad	3
Iowa Work Force Development	1

Form Prepared By: **Cami Jo Howrey** Date: **08/25/2016**





Summary of Supplemental Outreach Initiatives

2 Year filing period from **October 1, 2014 to September 30, 2016**

First Initiative: **Provision of Training to Management**

Point Value: 2

Activities to fulfill initiative <u>Management attended webinar covering US Dept. of Labor regulations as applied to radio industry</u>	<u>1 Point</u>
<u>Management meeting to prioritize and implement EEO Process</u>	<u>1 Point</u>

Second Initiative: **Community Events, Participation in events sponsored by educational institutions**

Point Value: 0.75

Activities to fulfill initiative: <u>College tour offered with recording session for students, broadcast career discussion scholarship information and applications shared</u>	<u>.25 Point</u>
<u>Vocational tour offered with recording session for students, broadcast career discussion scholarship information and applications shared</u>	<u>.25 Point</u>
<u>Vocational tour offered with recording session for students, broadcast career discussion scholarship information and applications shared</u>	<u>.25 Point</u>

Form Prepared By: **Cami Jo Howrey** Date: **08/26/2016**

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

2 Year filing period from **October 1, 2014 to September 30, 2016**

First Initiative: **Co-sponsoring Job Fair**

Point Value: 1

Activities to fulfill initiative Sioux County Radio co-sponsored Orange City job Fair held at Prairie View Events Center, Orange City 1 Point

Second Initiative: **Participation in Job Fair**

Point Value: 0.50

Activities to fulfill initiative: Participated in job fair held at Northwestern College, Orange City .25 Point

Participated in job fair held at Northwestern College, Orange City .25 Point

Form Prepared By: **Cami Jo Howrey** Date: **08/26/2016**

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Summary of Supplemental Outreach Initiatives

2 Year filing period from October 1, 2014 to September 30, 2016 (continued)

First Initiative: Co-Sponsoring Job Fair

Activities to fulfill initiative Sioux County Radio Co-sponsored Orange City job fair held at Prairie View Events Center, Orange City in 2016

Second Initiative: _____

Activities to fulfill initiative _____

Form Prepared By: Lisa Johnston Date: 9/30/16

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