

**EEO PUBLIC FILE REPORT**

**Oct. 1, 2010-Sept 30, 2011**

A station may acculuate 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.	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	10/18/10
2.	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	12/13/10
3.	<b>Job Title:</b>	Promotions Coordinator	<b>Date Filled:</b>	1/10/11
4.	<b>Job Title:</b>	Promotions Assistant	<b>Date Filled:</b>	2/28/11
5.	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	7/1/11
6.	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	8/1/11
7.	<b>Job Title:</b>	Program CoordinatoR (KRNT/KPSZ)	<b>Date Filled:</b>	8/8/11

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

1.	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	10/18/10	
	<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b>Referred Person Hired?</b>
	**See Attached Documentation**				
2.	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	12/13/10	
	<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b>Hired?</b>
	**See Attached Documentation**				
3.	<b>Job Title:</b>	Promotions Coordinator	<b>Date Filled:</b>	1/10/11	
	<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b>Referred Person Hired?</b>
	**See Attached Documentation**				
4.	<b>Job Title:</b>	Promotions Assistant	<b>Date Filled:</b>	2/28/11	
	<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b>Hired?</b>
	**See Attached Documentation**				
5.	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	7/1/11	
	<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b>Referred Person Hired?</b>
	**See Attached Documentation**				
6.	<b>Job Title:</b>	Account Executive	<b>Date Filled:</b>	8/1/11	
	<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b>Referred Person Hired?</b>
	**See Attached Documentation**				
7.	<b>Job Title:</b>	Program Coordinator	<b>Date Filled:</b>	8/8/11	
	<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b>Referred Person Hired?</b>
	**See Attached Documentation**				

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

19

<b>Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Phone</b>
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\*\*See Attached Documentation\*\*

**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**

10/01/10-9/30/11

- 1 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.
- 2 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.

## 1. Job Title: Account Executive

### ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired?
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

<b>Source</b>	<b>Address</b>	<b>Referred Person Hired?</b>
Referral	1416 Locust Street, Des Moines, IA 50309	Yes
Radio Ad	1416 Locust Street, Des Moines, IA 50309	Yes
IBA.com	P.O. Box 71186, Des Moines, IA 50325	No

**ADDENDUM 3**

Total Number of Interviewees Per Recruitment/Referral Source

<b>Referral Source/Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b># of Interviewees</b>
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	3
Radio Ad	1416 Locust Street, Des Moines, IA 50309	515-280-1350	2
IBA.com	P.O. Box 71186, Des Moines, IA 50325	515-224-7237	1

## 2. Job Title: Account Executive

### 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?
Referral	1416 Locust Street, Des Moines, IA 50309	Yes
Radio ad	1416 Locust Street, Des Moines, IA 50309	No

**ADDENDUM 3**

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Radio Ad	1416 Locust Street, Des Moines, IA 50309	515-280-1350	4
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	4

### 3. Job Title: Promotions Coordinator

#### 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?
Posting	1416 Locust Street, Des Moines, IA 50309	Yes
AllAccess.com	28955 Pacific Coast Hwy, Malibu, CA 90265	No
Referral	1416 Locust Street, Des Moines, IA 50309	No

**ADDENDUM 3**

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Posting	1416 Locust Street, Des Moines, IA 50309	515-280-1350	2
All Access.com	28955 Pacific Coast Hwy, Malibu, CA 90265	310-457-6616	2
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	4
Internally	1416 Locust Street, Des Moines, IA 50309	515-280-1350	3

#### 4. Job Title: Promotions Assistant

##### 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
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Clarke College	Career Center, 1550 Clarke Dr., Dubuque IA 52001	no
YWCA of Greater Des Moines	717 Grand Ave., Des Moines, IA 50309	no
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Division of Latino Affairs	Lucas Bldg., 321 E 12th ST., Des Moines, IA 50319	no
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Luther College	Career Center, 700 College Dr., Decorah, IA 52101	no
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Chicago State University	Career Center, 9501 South MLK Dr., Chicago, IL 60628	no
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Grandview University	Career Center, 1108 Boyd Ave., Des Moines, IA 50309	no
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Additional Referral/Recruitment Sources Used to Seek Candidates for this Vacancy Alone

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DMRG.com	1416 Locust Street, Des Moines, IA 50309	No
Referral	1416 Locust Street, Des Moines, IA 50309	No

**ADDENDUM 3**

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Referral Source/Contact Person	Address	Phone	# of Interviewees
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Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	4

## 5. Job Title: Account Executive

### ADDENDUM 2

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

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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

<b>Source</b>	<b>Address</b>	<b>Referred Person Hired?</b>
Radio Ad	1416 Locust Street, Des Moines, IA 50309	Yes
Referral	1416 Locust Street, Des Moines, IA 50309	No

**ADDENDUM 3**

Total Number of Interviewees Per Recruitment/Referral Source

<b>Referral Source/Contact Person</b>	<b>Address</b>	<b>Phone</b>	<b># of Interviewees</b>
Radio Ad	1416 Locust Street, Des Moines, IA 50309	515-280-1350	3
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	2

## 6. Job Title: Account Executive

### 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?
Referral	1416 Locust Street, Des Moines, IA 50309	Yes
IBA.com	P.O. Box 71186, Des Moines, IA 50325	No
Radio Ad	1416 Locust Street, Des Moines, IA 50309	No

**ADDENDUM 3**

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	3
IBA.com	P.O. Box 71186, Des Moines, IA 50325	515-224-7237	2
Radio Ad	1416 Locust Street, Des Moines, IA 50309	515-280-1350	2

**7. Job Title: Program Coordinator**

**ADDENDUM 2**

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Address	Referred Person Hired
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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?
Internally	1416 Locust Street, Des Moines, IA 50309	Yes
All Access.com	28955 Pacific Coast Hwy, Malibu, CA 90265	No
IBA.com	P.O. Box 71186, Des Moines, IA 50325	No
Referral	1416 Locust Street, Des Moines, IA 50309	No

**ADDENDUM 3**

Total Number of Interviewees Per Recruitment/Referral Source

Referral Source/Contact Person	Address	Phone	# of Interviewees
Internally	1416 Locust Street, Des Moines, IA 50309	515-280-1350	5
All Access.com	28955 Pacific Coast Hwy, Malibu, CA 90265	310-457-6616	2
IBA.com	P.O. Box 71186, Des Moines, IA 50325	515-224-7237	1
Referral	1416 Locust Street, Des Moines, IA 50309	515-280-1350	1