

KIHK-FM
EEO PUBLIC FILE REPORT
October 1, 2009 - September 13, 2011

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
Administrative Assistant	1-21, 23, 25-32	19

KIHK-FM**EEO PUBLIC FILE REPORT****October 1, 2009 - September 13, 2011****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3499 Email : kbaumeister@browncollege.edu Fax : 1--- Karol Baumeister	N	0
2	Buena Vista College 610 West Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2441 Email : mba@mbaweb.org Fax : 1-712-749-2036 Carol Lytle	N	0
3	Buena Vista University 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-328-0788 Email : Fax : 712-322-8604 Director of Placement	N	0
4	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Email : Fax : 712-322-9255 Director of Placement	N	0
5	Clarke College 1550 Clarke Drive Dubuque, Iowa 52001 Phone : 563-588-6321 Email : careerservices@clarke.edu Fax : 1-563-588-8173 Mary Russell	N	0
6	Cornell College 600 First Street West Mount Vernon, Iowa 52314 Phone : 319-895-4457 Email : career@cornellcollege.edu Fax : 1-319-895-5894 Laura Barrett	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
7	Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6000 Email : Fax : 1-712-722-6035 Career Services	N	0
8	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Email : Fax : 712-258-7832 Director of Placement	N	0
9	Grand View College 1200 Grandview Ave. Des Moines, Iowa 50316 Phone : 515-263-2888 Email : mba@mbaweb.org Fax : 1-515-263-2824 Jim Auther	N	0
10	Grinnell College 1127 Park Street Grinnell, Iowa 50112 Phone : 641-269-4940 Email : mba@mbaweb.org Fax : 1-641-269-4508 Maryls Upah	N	0
11	Iowa Broadcaster Assn. Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : Fax : 1-515-224-6560 Career Services	N	0
12	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Email : Fax : 712-325-0346 Pam Quandt	N	0

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13	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Email : Fax : 712-255-2674 Director of Placement	N	0
14	Iowa State University 208 Carver Ames, Iowa 50011 Phone : 515-294-4111 Email : mba@mbaweb.org Fax : 1-515-294-7446 Nancy Rosenquist	N	0
15	Iowa Wesleyan College 601 North Main Mt. Pleasant, Iowa 52641 Phone : 319-385-6375 Email : mba@mbaweb.org Fax : 1-319-385-6363 Jeremy Reed	N	0
16	Iowa Workforce Development 300 W. Broadway, Ste #13 Council Bluffs, Iowa 51503 Phone : 712-242-2100 Email : randy.brookhart@iwd.state.ia.us Fax : 712-242-2155 Randy Brookhart	N	0
17	KIHK FM Box 298 Sioux Center, Iowa 51250 Phone : 712-722-1090 Email : Fax : 1-712-722-1102 Career Services	N	0
18	KMEG TV 100 Gold Circle Dakota Dunes, South Dakota 57049 Phone : 712-277-3554 Email : Fax : 1-712-277-4732 Career Services	N	0

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19	KSOU FM Box 298 Sioux Center, Iowa 51250 Phone : 712-722-1090 Email : Fax : Career Services	N	1
20	Loras College 1450 Alta Vista Dubuque, Iowa 52001 Phone : 563-588-7100 Email : mba@mbaweb.org Fax : 1-563-588-7371 Bobbi Martin	N	0
21	Morningside College 1501 Morningside Ave. Sioux City, Iowa 51102 Phone : 712-274-5000 Email : hays@morningside.edu Fax : 1-712-274-5101 Stacie Hays	N	0
22	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 800-831-0806 Email : Fax : 1-712-274-5101 Career Services	N	0
23	Northwestern College 101 7th Southwest Orange City, Iowa 51041 Phone : 712-707-7226 Email : mba@mbaweb.org Fax : 1-712-707-7404 Bill Minnick	N	0
24	Northwestern College Orange City, Iowa 51041 Phone : 712-707-7000 Email : Fax : 1-712-707-7247 Career Services	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
25	NWICC 603 Park St. W Sheldon, Iowa 51201 Phone : 712-324-0010 Email : Fax : 1-712-324-4136 Career Services	N	0
26	Sioux Center News 67 3rd St NE Sioux Center, Iowa 51250 Phone : 712-722-0741 Email : Fax : 1-712-722-0507 Career Services	N	0
27	St. Amrose University 518 West Locust Street Davenport, Iowa 52803 Phone : 563-333-6000 Email : mba@mbaweb.org Fax : 1-563-333-6243 Jennifer Timmon	N	0
28	The Ashford University 400 N. Bluff Blvd. Clinton, Iowa 52732 Phone : 563-242-4257 x. 3510 Email : karil.carr@ashford.edu Fax : Karil Carr	N	0
29	University of Dubuque 2000 University Avenue Dubuque, Iowa 52001 Phone : 563-589-3132 Email : mba@mbaweb.org Fax : 1-563-589-3419 Deb Clarke	N	0
30	University of Iowa School of Journalism E350D Adler Journalism Building University of Iowa Iowa City, Iowa 52242 Phone : 319 335-1406 Email : paul-w-jensen@uiowa.edu Fax : 1--- Paul Jensen	N	0

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31	Wartburg College 100 Wartburg Blvd. Waverly, Iowa 50677 Phone : 319-352-8615 Email : mba@mbaweb.org Fax : 1-319-352-8365 Derek Solheim	N	0
32	William Penn College 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-1382 Email : stevensde@wmpenn.edu Fax : 1-641-673-1098 Debbie Stevens	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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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	11/17/2009	Sponsorship of events in the community designed to increase public awareness	Open House and tours of broadcast studios to celebrate our 40th anniversary. Invitation to the public to meet broadcasters and advertisers.	10	General Manager	0.50
2	1/1/2010	Participation in scholarship programs	KSOU FM KSOU AM KIHK FM participate, promote and offer applications at our studios for students to apply for IBA Broadcast Scholarships. We air voluntary psa messages pertaining to obtaining scholarship to students.	3	General Manager Office Manager Administrator	1.00
3	5/5/2010	Sponsorship of events in the community designed to increase public awareness	Open House & Station tours to teachers, staff and students of Lil Lights Preschool	2	General Manager Administrator	0.50
4	6/1/2010	Establishment of an intern program designed to assist members of the community	Internship program provided by station(s) to area high school students to learn about broadcast media and work for a designated amount of time in each employment position at the station applicable and of interest to participant.	5	General Manager Program Director News Director Administrator	1.00
5	8/4/2010	Provision of training to management	Attended & participated in webinar training session as provided by Dakota Broadcasting and implemented through Broadcast 1 Source on maintaining EEO compliance.	2	General Manager Administrator	1.00
6	10/4/2010	Participation in events or programs sponsored by educational institutions	News & Sports Director, Doug Broek was invited to speak to Mass Media class at Northwestern College, Orange City IA.	1	News & Sports Director	0.25
7	2/15/2011	Sponsorship of events in the community designed to increase public awareness	Conducted station tour for Cub Scout Pack, parents and leaders.	2	Manager Administrator/Announcer	0.50
8	3/22/2011	Participation in Job Fairs	Participated by hosting a booth at Career Exploration Job Fair on March 22, 2011 held at Northwest Iowa Community College in Sheldon, IA.	2	Manager Administrator/Announcer	0.25
9	5/26/2011	Sponsorship of events in the community designed to increase public awareness	Conducted station tour for 3rd & 4th graders, parents and teachers of Ireton Christian School.	2	Manager Administrator/Announcer	0.50
TOTAL POINTS OVER REPORTING PERIOD:						5.50