

KQWC-AM, KQWC-FM
EEO PUBLIC FILE REPORT
September 28, 2013 - September 29, 2014

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	1-4, 8, 11-15, 19-21, 23-24, 30-31, 33-35, 38, 41, 43, 45-46, 50, 55-56	34
Account Executive	1, 3-10, 12-13, 15-22, 24-40, 42-54, 56-58	58

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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	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa Phone : 515/287-1555 Url : www.aarp.org Fax : 515/287-1787 Gay-Ellen Fisher	N	0
2	American Institute of Business 2500 Fleur Drive Des Moines, Iowa Phone : 515/244-4221 Url : www.aib.edu Fax : 515/288-4366 Carrie Blackburn	N	0
3	Briar Cliff University 3303 Rebecca Sioux City, Iowa 51104 Phone : 712/279-5455 Url : http://www.briarcliff.edu Email : dori.rivera@briarcliff.edu Nancy McGuire	N	0
4	Brown College Career Services 1345 Mendota Heights Road Mendota Heights, Minnesota 55120 Phone : 651-905-3522 Email : mkronforst@browncollege.edu Fax : 1-651-905-3555 Mike Kronforst	N	0
5	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
6	Buena Vista University 2700 College Rd. Council Bluffs, Iowa 51503 Phone : 712-328-0788 Fax : 712-322-8604 Director of Placement	N	0
7	Call In	N	1

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8	Central College 812 University Pella, Iowa 50219 Phone : 641/628-5271 Url : www.central.edu/career Fax : 641/628-5338 Pat Joachim Kitzman	N	0
9	City of Council Bluffs 209 Pearl St. Council Bluffs, Iowa 51501 Phone : 712-328-4620 Fax : 712-322-9255 Director of Placement	N	0
10	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
11	Coe College 1220 1st Avenue NE Cedar Rapids, Iowa 52402 Phone : 319/399-8844 Url : www.coe.edu/careerservices Fax : 319/399-8503 Diane Rae Patten	N	0
12	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny, Iowa 50021 Phone : 515/964-6463 Url : www.dmacc.edu/student-services Fax : 515/965-7158 Dave Reimers	N	0
13	Drake University 2507 University Ave Des Moines, Iowa Phone : 515/271-3721 Url : www.drake.edu/career Fax : 515/271-2376 Debra Setterdahl	N	0
14	Employee Referral	N	1

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15	Facebook post	N	2
16	Goodwill Industries Rehabilitation Facil. 3100 W.4th St. Sioux City, Iowa Phone : 712-258-4511 Fax : 712-258-7832 Director of Placement	N	0
17	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
18	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
19	Hamilton College - Des Moines 4655 121st St Des Moines, Iowa 50323 Phone : 515/727-2100 Url : www.hamiltonia.edu Fax : 515/727-2115 Lori Gelhaar	N	0
20	Hawkeye Community College 1502 E. Orange Rd Waterloo, Iowa Phone : 319/296-2320 Url : www.hawkeye.cc.ia.us Fax : 319/296-1028 Ruben Carrion	N	0
21	Iowa Broadcasters Assoc PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : webmaster@iowabroadcasters.com Web Master	N	0

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22	Iowa Central College 330 Avenue M Ft. Dodge Ft. Dodge, Iowa 50501 Phone : 515-576-0099 Fax : 1-515-576-7724 David Raedeker	N	0
23	Iowa Division of Latino Affairs Lucas State Office Building Des Moines, Iowa 50319 Phone : 515/281-4080 Url : www.state.ia.us/government/dhr/la Fax : 515/242-6119 John Paul	N	0
24	Iowa Lakes Community College 300 South 18th Street Estherville, Iowa 51334 Phone : 712-362-7914 Email : kcornwall@iowalakes.edu Kathryn Miller	N	0
25	Iowa Lakes Community College-Estherville 300 South 18th St Estherville, Iowa 51334 Phone : 712/362-7926 Url : www.iowalakes.edu Fax : 712/362-5970 Linda Wiegman	N	0
26	Iowa Rehabilitation Area Office 300 W. Broadway, Suite 33 Council Bluffs, Iowa 51503 Phone : 712-328-3821 Fax : 712-325-0346 Pam Quandt	N	0
27	Iowa State Dept. of Human Services 822 Douglas St. Sioux City, Iowa 51101 Phone : 712-255-0833 Fax : 712-255-2674 Director of Placement	N	0

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28	Iowa State University College of Liberal Arts and Sciences 223 Catt Hall Ames, Iowa 50011 Phone : 515-294-4841 Email : taren@iastate.edu Taren Crow	N	0
29	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
30	Iowa Western Community College 2700 College Road Council Bluffs, Iowa 51502 Phone : 712/325-3200 Url : www.iwcc.edu Fax : 712/325-3720 Hugh Irwin	N	0
31	Iowa Workforce 718 Eighth Street Boone, Iowa 50036 Phone : 515-432-5806 Url : www.iowaworkforce.org Email : Kirstin.Born@iwd.iowa.gov Fax : 1-515-432-5403 Kirstin Born	N	0
32	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
33	Iowa Workforce Development 1000 East Grand Des Moines, Iowa Phone : 515/281-9619 Url : www.iowaworkforce.org Fax : 515/281-9640 Erv Feh	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
34	KQWC Radio 1020 East second st Webster City, Iowa 50595 Phone : 515-832-1570 Fax : 1-515-832-2079 Mary Harris	N	2
35	KSOU KIHK RADIO PO BOX 298 Sioux Center, Iowa 51250 Phone : 712.722.1090 Url : www.ksoufm.com Email : chowrey@nrgmedia.com Fax : 1-712-722-1102 CamiJo Howrey	N	0
36	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
37	Luther College Decorah Decorah, Iowa Phone : 563-387-1025 Email : career@luther.edu Fax : 1-563-387-2628 Career Services	N	0
38	Luther College 700 College Dr. Decorah, Iowa Phone : 563/387-1025 Url : www.career.luther.edu Fax : 563/387-2158 Mark Peltz	N	0
39	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

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40	Mount Mercy College 1330 Elmhurst Drive Northeast Cedar Rapids, Iowa 52402 Phone : 319-368-6463 Email : mba@mbaweb.org Fax : 1-319-363-7543 Barb Mussman	N	0
41	Non-Employee Referral	N	1
42	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
43	NRG Corporate Office 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52403 Phone : 319-862-0300 Email : dmcdowell@nrgmedia.com Dianne McDowell	N	0
44	Radio Recruitment Ad	N	1
45	Scott Community College 500 Belmont Rd. Bettendorf, Iowa 52722 Phone : 563/441-4020 Url : www.eicc.edu/scc Fax : 563/441-4204 Rochelle Carlson	N	0
46	Simpson College 701 N. C St Indianola, Iowa 50125 Phone : 515/961-1530 Url : www.simpson.edu Fax : 515-961-1674 Denice Ross Haynes	N	0

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47	St Ambrose University Davenport Davenport, Iowa Phone : 563-333-6243 Email : taylormaryf@sau.edu Fax : 563-333-6243 Mary Taylor	N	0
48	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
49	The Ashford University 400 N. Bluff Blvd. Clinton, Iowa 52732 Phone : 563-242-4257 x. 3510 Email : karil.carr@ashford.edu Karil Carr	N	0
50	UNI-CUE 800 Sycamore St. Waterloo, Iowa 50703 Phone : 319-433-1220 Url : www.uni.edu Fax : 1-319-433-0160 Karen McNeil	N	0
51	University Northern Iowa Cedar Falls Cedar Falls Cedar Falls, Iowa Phone : 319-273-6857 Email : careercenter@uni.edu Fax : 319-273-6998 Kris Peterson	N	0
52	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

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53	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 Paul Jensen	N	0
54	University of Northern Iowa SSC #19 Cedar Falls, Iowa Phone : 319-273-6857 Url : www.uni.edu Fax : 1-319-273-6998 Sandra K Hoy	N	0
55	UNIVERSITY OF NORTHERN IOWA EAST BARTLETT 214 CEDAR RAPIDS, Iowa 50614-0384 Phone : 319-273-2061 Email : careercenter@uni.edu Fax : 1-319-273-6998 Kris Peterson	N	0
56	Urban Dreams 1410 6th Ave. Des Moines, Iowa 50314 Phone : 515/288-4742 Url : www.urbandreams.org Fax : 515/284-5886 Wayne Ford	N	0
57	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
58	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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	11/26/2013	Participation in events or programs sponsored by educational institutions	Gave a tour to a group of boy scouts and talked to them about the Radio industry and all it has to offer , as far as job opportunities.	2	Program Director General Manager	0.25
2	12/11/2013	Participation in events or programs sponsored by educational institutions	Took a group of boy scouts on a tour of the Radio station and talked to them about job opportunities and what education needed to work in the industry.	2	Program Director General Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						0.50