

KUOO, KUQQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 30, 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
Account Executive	2, 4-5, 7-8, 10-11, 13-19	11
On-Air Personality	1-3, 5, 7-9, 12-13, 15-16, 19	3
On-Air Personality	1-3, 5, 7-9, 12-13, 15-16, 19	1
Production Director	2, 5-8, 12-13, 15-16, 19	6

KUOO, KUQQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 30, 2011

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	AllAccess.com Marty Spies	N	4
2	Ball State University Dept of Telecommunications Muncie, Indiana 47306 Phone : 765-285-1872 Email : jneedham@bsu.edu Fax : James Needham	N	0
3	Co-Worker Marty Spies	N	1
4	Dickinson Co Newspaper Marty Spies	N	1
5	Eastern Illinois University 600 Linclon Ave Charleston, Illinois 61920 Phone : 217-581-2016 Email : cfmg@eiu.edu Fax : Mark Borzi	N	0
6	Friend Marty Spies	N	1
7	Green River C.C. 5115 Vilas Hall 821 University Ave. Madison, Wisconsin 53706 Phone : 608-263-4080 Email : baughman@wisc.edu Fax : James Baughman	N	0
8	Illinois State University Campus Box 4480 Normal, Illinois 61790 Phone : 309-438-7329 Email : jrblane@ilstu.edu Fax : Dr. Joseph Blaney	N	0
9	Industrial Friend Referral Chad	N	1

KUOO, KUQQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 30, 2011

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
10	Iowa Lakes Community College 300 South 18th Street Estherville, Iowa 51334 Phone : 712-362-7914 Email : kcornwall@iowalakes.edu Fax : Kathryn Miller	N	0
11	KUOO Marty Spies	N	4
12	Newspaper Marty Spies	N	6
13	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : gary@beonair.com Fax : 1-216-642-9232 Gary James	Y	0
14	Parkland College 2400 W Bradley Ave Champaign, Illinois 61822 Phone : 217-351-2230 Email : tmcdonnell@parkland.edu Fax : Tom McDonnell	N	0
15	South Suburban College 15800 South State South Holland, Illinois 60473 Phone : 708-596-2000 ex.2479 Email : jgeraci@southsuburbancollege.edu Fax : John Geraci	N	0
16	U of Illinois 119 Gregory Hall 810 S, Wright St. Urbana, Illinois 61801 Phone : 217-333-0709 Email : journ@uiuc.edu Fax : Walt Harrington	N	0

KUOO, KUQQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 30, 2011

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
17	U of Minnesota 224 Church St. SE Minneapolis, Minnesota 55455 Phone : 612-628-8512 Email : smiile1@cce.umn.edu Fax : Shelley Miller	N	0
18	U of South Dakota 414 East Clark ANMC205 Vermillion, South Dakota 57069 Phone : 605-677-5477 Email : rchavez@usd.edu Fax : R. Chavez	N	0
19	Wartburg College 222 9th Street NW PO Box 1003 Waverly, Iowa 50677 Phone : 319352-8534 Email : stein@wartburg.edu Fax : Dr. Jeff Stein	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			18

KUOO, KUQQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 30, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/17/2011	Participation in events or programs sponsored by educational institutions	Talked about respective career and writing elements. Discussed the importance of language and communication in all aspects of life.	1	Steve Schwaller News Director	0.25
2	2/17/2011	Participation in events or programs sponsored by educational institutions	Talked about their respective careers and writing elements, discussed the importance of language and communication in all aspects of life.	1	Adam Eichstedt Sports Director	0.25
3	2/17/2011	Participation in events or programs sponsored by educational institutions	Talked about respective career and writing elements. Discussed the importance of language and communication in all aspects of life.	1	Steve Schwaller News Director	0.25
4	2/17/2011	Participation in events or programs sponsored by educational institutions	Talked about respective career and writing elements. Discussed the importance of language and communication in all aspects of life.	1	Adam Eichstedt Sports Director	0.25
5	2/18/2011	Participation in other activities designed by the station employment unit	One of 24 panelists who helped answer questions from the students about her leadership skills, her interests, and background.	1	Kristen Summers Account Executive	1.00
6	2/18/2011	Participation in events sponsored by community groups	Was one of 24 panelists who helped answer questions from the students about her leadership skills, interests and background	1	Kristen Summers Account Executive	0.25
7	2/24/2011	Participation in events sponsored by community groups	Gave tour of KUOO Studio, News Room, Prod Room, Station and Station Vehicles	1	Mary Treanor Announcer/Music Director	0.25
8	2/24/2011	Participation in events sponsored by community groups	Gave tour of KUQQ studio, News Room, Prod Room, Station and station vehicles	1	Mary Treanor Announcer/Music Director	0.25

KUOO, KUQQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 30, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
9	3/9/2011	Co Sponsoring Job Fair	Co Sponsored Regional Job Fair with the Iowa Lakes Corridor. Talked with prospective employee's about our stations and what we have to offer	1	Stephanie Haviland Account Executive	1.00
10	3/10/2011	Participation in events sponsored by community groups	Had girls on air and did publicity for Girl Scout Week and upcoming events and tour	1	Steve Shaw Announcer	0.25
11	3/10/2011	Participation in events sponsored by community groups	Had girls on air and did publicity for girl Scout week and upcoming events	1	Steve Shaw Announcer	0.25
12	3/21/2011	Participation in events sponsored by community groups	Live on air and toured station	1	Mary Treanor Announcer/Music Director	0.25
13	3/21/2011	Participation in events sponsored by community groups	Live on Air and toured station	1	Mary Treano Announcer/Music Director	0.25
14	3/29/2011	Co Sponsoring Job Fair	Co Sponsored Regional Job Fair with the Iowa Lakes Corridor. Talked with prospective employee's about our stations and what we have to offer	1	Marty Spies General Manager	1.00
15	3/29/2011	Co Sponsoring Job Fair	Co Sponsored Regional Job Fair with the Iowa Lakes Corridor. Talked with prospective employee's about our stations and what we have to offer.	1	Marty Spies General Manager	1.00
16	3/29/2011	Co Sponsoring Job Fair	Co Sponsored Regional Job Fair with the Iowa Lakes Corridor. Talked with prospective employee's about our stations and what we have to offer	1	Stephanie Haviland Account Executive	1.00

KUOO, KUQQ
EEO PUBLIC FILE REPORT
October 1, 2010 - September 30, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
17	3/29/2011	Co Sponsoring Job Fair	Co Sponsored Regional Job Fair with the Iowa Lakes Corridor. Talked with prospective employee's about our stations and what we have to offer	1	Abby Kohlhaas Promotions Director	1.00
18	3/29/2011	Co Sponsoring Job Fair	Co Sponsored Regional Job Fair with the Iowa Lakes Corridor. Talked with prospective employee's about our stations and what we have to offer	1	Abby Kohlhaas Promotions Director	1.00
19	4/4/2011	Participation in events or programs sponsored by educational institutions	Spoke to two different groups of students and parents and answered questions.	1	Mary Treanor Announcer/Music Director	0.25
20	4/4/2011	Participation in events or programs sponsored by educational institutions	Spoke to two different groups of students and parents and answered questions.	1	Mary Treanor Announcer/Music Director	0.25
21	6/30/2011	Establishment of an intern program designed to assist members of the community	Internship with various departments	6	Chad Zimmerman Program Director Adam Eichstedt Sports Director Steve Schwaller News Director Mary Treanor Announcer	1.00
22	6/30/2011	Establishment of an intern program designed to assist members of the community	Internship with various departments	6	Chad Zimmerman Program Director Jason Jacobs Production Director Mary Treanor Announcer/Music Director Adam Eichstedt Sports Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						12.25