

Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 1, 2016
through September 30, 2017

| Job Title | Date Filled |
|-----------------------------------|-------------|
| Production Director | 11/18/16 |
| Website Director | 3/17/17 |
| On Air Talent/Sports Play by Play | 5/11/17 |
| Account Executive | 8/7/17 |
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Form Prepared By Lisa Johnston Date 9/20/17

To be completed continuously as each vacancy is filled.

Place completed sheet in station's local public file and post on station's website.

List of Recruitment Sources Used to Fill Each Vacancy

Job Title Production Director Date Position Filled 11/18/2016

Source for Actual Hire _____ In House _____ Recruitment Sources Utilized

| Name & Address | Contact Person & Phone/Fax # |
|------------------------------|--------------------------------------|
| Exploreokoboji.com | Terry Lowry 712-336-5800 |
| Allaccess.com | See Attached for Contact Information |
| Radio Online | See Attached for Contact Information |
| KUOO, KUQQ, KUYU, KUXX, KKOJ | Terry Lowry |
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Form Prepared By Terry Lowry Date 3/22/17



List of Recruitment Sources Used to Fill Each Vacancy

Job Title On Air Talent/ Sports Play by Play Date Position Filled 5/11/17

Source for Actual Hire Indeed

Recruitment Sources Utilized

| Name & Address | Contact Person & Phone/Fax # |
|--|---|
| Exploreokoboji.com All Access | SEE ATTACHED AGENCY RECRUITMENT LIST FOR CONTACT INFORMATION |
| Radio Online Ball State University | |
| Ohio/Illinois Centers for Broadcasting Wartburg College | |
| Illinois State University U of Illinois | |
| Eastern Illinois University | |
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Form Prepared By Terry Lowry Date 7/13/17

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)

List of Recruitment Sources Used to Fill Each Vacancy

Job Title Exploreokoboji.com Web Director Date Position Filled 3/17/17

Source for Actual Hire _____ Relative _____ Recruitment Sources Utilized

| Name & Address | Contact Person & Phone/Fax # |
|--------------------|------------------------------|
| Exploreokoboji.com | Terry Lowry 712-336-5800 |
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Form Prepared By Terry Lowry Date 3/22/17



List of Recruitment Sources Used to Fill Each Vacancy

Job Title Account Executive (Sales) Date Position Filled 8/7/17

Source for Actual Hire Indeed

Recruitment Sources Utilized

| Name & Address | Contact Person & Phone/Fax # |
|--|---|
| Exploreokoboji.com KUOO/KUQQ/KUYV/KKOJ/KUXX | See Attached Recruitment Agency List for Contact Info |
| Radio Online All Access | |
| Indeed | |
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Form Prepared By Terry Lowry Date 8/7/17

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)

| Agency Name | Prong 2 | Address | Contact Name | Contact Email | Contact Phone | Contact Fax | online |
|--|---------|--|-------------------|---|-----------------------------|-----------------------------|---|
| All Access | No | 28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265 | | | 310-457-6616 | 310-457-8058 | |
| Ball State University | No | Dept of Telecommunications Muncie, IN 47306 | James Needham | jneedham@bsu.edu | 765-285-1872 | | |
| Brown College | No | 1440 Northland Heights Mendota Heights, MN 55120 | Karol Baumeister | kbaumeister@browncollege.edu | 651-905-3499 | | |
| Dakota/Community First Broadcasting | No | 5809 S Remington Place Ste 106 Sioux Falls, SD 57108 | Lisa Johnston | ljohnston@dakotabroadcasting.com | 605-274-3373 | 605-274-3372 | |
| Eastern Illinois University | No | 600 Lincoln Ave. Charleston, IL 61920 | Mark Borzi | cfmgb@eiu.edu | 217-581-2016 | | |
| Exploreokoboji.com | No | PO Box 528 Spirit Lake, IA 51360 | Terry Lowry | terry@explorekoboji.com / careers@explorekoboji.com | 712-336-5800 / 712-264-1074 | 712-336-1634 / 712-264-1077 | |
| Illinois State University | No | Campus Box 4480 Normal, IL 61790 | Dr. Joseph Blaney | jrblane@ilstu.edu | 309-438-7329 | | |
| Indeed | No | www.indeed.com | N/A | N/A | 1800-462-5842 | | www.indeed.com |
| Iowa Lakes Community College | No | 300 South 18th St Estherville, IA 51334 | Melissa B Lutat | mlutat@ilcc.cc.ia.us | 712-362-7926 | | https://www.facebook.com/ilcc |
| KKOJ/KUXX | No | 3201 18th St Spirit Lake, IA 51360 | Terry Lowry | terry@dakotabroadcasting.com | 712-336-5801 | 712-336-1634 / 712-264-1078 | |
| KUOO/KUQQ/KUYY | No | 3200 18th St Spirit Lake, IA 51360 | Terry Lowry | terry@dakotabroadcasting.com | 712-336-5800 | 712-336-1634 / 712-264-1077 | |
| Martin County Star | No | 30 N Main St Sherburn, MN 56171 | Al | mcstar@frontiernet.net | 507-764-6681 | 507-764-2756 | |
| Ohio/Illinois Centers for Broadcasting | Yes | 9000 Sweet Valley Drive Valley View, OH 44125 | Gary James | gary@beonair.com | 216-447-9117 | 216-642-9232 | |
| Parkland College | No | 2400 W Bradley Ave Champaign, IL 61822 | Tom McDonnell | tmcdonnell@parkland.edu | 217-351-2230 | | |
| Photo Press | No | 112 East First St. PO Box 973 Fairmont, MN 56031 | | frontdesk@fairmontphotopress.com | 507-238-9456 | 507-238-9457 | |
| Radio Advertising Bureau | No | 400 E Las Colinas Blvd #350 Irving, TX 75039 | Jean Hetherington | jhetherington@rab.com | 972-753-6767 | | |
| Radio Online | No | 3500 Tripp Ave Amarillo, TX 79121-1637 | N/A | N/A | N/A | | |
| South Suburban College | No | 15800 South State South Holland, IL 60473 | John Geraci | jgeraci@southsuburbancollege.edu | 708-596-2000 ex 2479 | | |
| The Lakes Shopper | No | 1009 22nd St. Milford, IA 51351 | | | 712-338-2232 | | |
| U of Illinois | No | 119 Gregory Hall 810 S Wright St. Urbana IL, 61801 | Jessica Leach | jrleach@illinois.edu | 217-244-4329 | 217-244-9392 | |

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|-------------------------|----|---|-------------------|--|--------------|--|--|
| U of Minnesota | No | 224 Church St. SE Minneapolis, MN 55455 | Shelley Miller | smile1@cce.umn.edu | 612-628-8512 | | |
| U of Nebraska-Kearney | No | 109 Thomas Hall Dept of Communications Kearney, NE 68849 | Keith Terry | terryk@unk.edu | 308-865-8249 | | |
| U of Nebraska-Lincoln | No | 147 Anderson Hall Dept. of Broadcasting Lincoln, NE 68588 | Jerry Renaud | jrenaudl@unl.edu | 402-472-3056 | | |
| U of Nebraska-Omaha | No | Arts and Sciences Hall 108-A Omaha, NE 68182 | Jeremy Lipschultz | jlipschultz@mail.unomaha.edu | 402-554-2600 | | |
| U of South Dakota | No | 414 East Clark ANMC205 Vermillion, SD 57069 | R Chavez | rchavez@usd.edu | 605-677-5477 | | |
| U of W La Crosse | No | 1725 State St. 346 Ctr for the Arts La Crosse, WI 54601 | Ronda Knox | knox.rond@uwlax.edu | 608-785-6716 | | |
| University of Wisconsin | No | 105 Garfield Ave Eau Claire, WI 54702 | Karen Kremer | kremerkm@uwec.edu | 715-836-2528 | | |
| Wartburg College | No | 222 9th St NW PO Box 1003 Waverly, IA 50677 | Dr. Jeff Stein | stein@wartburg.edu | 319-352-8534 | | |

Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1, 2016 through September 30, 2017

Total Number of People Interviewed 13

Number of Interviewees Referred by Each Recruitment Source

| Recruitment Source Name | Total # of Interviewees |
|-------------------------|-------------------------|
| Exploreokoboji.com | 5 |
| Current Employee | 1 |
| Indeed | 2 |
| On Air Ad | 3 |
| Referral | 2 |
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Form Prepared By Lisa Johnston Date 09/20/17

To be completed on the anniversary date of the renewal filing due date.

Use Tally of Interviewee Sources (Form 4) 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, 2016 to September 30, 2017

First Initiative: Training, Provision of training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

Activities to fulfill initiative October 2016, General Manager attended a meeting where EEO Rules, regulations and policies were covered and discussed.

Second Initiative: Training, Provision of training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

Activities to fulfill initiative March 2017, General Manager attended a meeting where EEO Rules, regulations and policies were covered and discussed.

Form Prepared By: Lisa Johnston Date: 09/20/17

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, 2016 to September 30, 2017

First Initiative: Scholarship Programs, Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Activities to fulfill initiative March 2017, Recorded and broadcast ads for the International Broadcasters Idea Bank scholarship. This scholarship is offered to students in college that are focusing on a degree leading into radio broadcasting or song writing. Applications were also provided for students to pickup.

Second Initiative: Community Events, Participation in events sponsored by educational institutions relating to career opportunities in broadcasting.

Activities to fulfill initiative April 2017, Set up a booth at the Emmetsburg ILCC High School Career Day.
May 2017, Program Director, Ed Vos, Spoke with two HL-P 5th grade classes.
June 2017, Account Executive, Amanda Veit, interviewed with an IA Lakes student regarding marketing and radio sales.

Form Prepared By: Lisa Johnston Date: 09/20/17

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, 2016 to September 30, 2017

First Initiative: Job Fair, Participation by station personnel in job fairs.

Activities to fulfill initiative March 2017, On Air/Sports Director Scott Nolte attended and participated in the Iowa Lakes Community College Job Fair in Estherville, IA. He visted with students about the radio industry.

Second Initiative: _____

Activities to fulfill initiative _____

Form Prepared By: Lisa Johnston Date: 09/20/17



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.