

## Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 1, 2019  
through September 30, 2020

Job Title	Date Filled
Marketing Specialist	10/26/2019 & 11/23/2019
Administrative Assistant	06/22/2020

Form Prepared By Lisa Johnston Date 09/10/2020

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 Marketing Specialist Date Position Filled 10/26/19-11/23/19

Source for Actual Hire Explore Okoboji/KUYY Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
Exploreokoboji.com	careers@exploreokoboji.com
KUOO/KUQQ/KUYY/KUXX/KKOJ	careers@exploreokoboji.com

Form Prepared By Terry Lowry Date 1/17/20

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 Administrative Assistant Date Position Filled 6/22/2020

Source for Actual Hire exploreokoboji.com Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
exploreokoboji.com	Terry Lowry 712-336-5800
Indeed	careers@exploreokoboji.com

Form Prepared By Terry Lowry Date 6/23/20

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)

---

Dakota & Community First Broadcasting  
5809 S. Remington Place, Suite 106  
Sioux Falls, SD 57108

## List of Recruitment Sources Used to Fill Each Vacancy

Job Title Marketing Specialist Date Position Filled \_\_\_\_\_

Source for Actual Hire \_\_\_\_\_

### Recruitment Sources Utilized

Name & Address	Contact Person & Phone/Fax #
Indeed On Air - KUOO, KUYU, KUQQ	See Attached Agency Recruitment List
ExploreOkoboji.com On Air - KUXX, KKOJ	
On Air - KAYL AM/FM, KKIA Iowa Broadcasters Association	
Grinnell College Simpson College	
Morningside College SDSU	
Northwestern College - Iowa Dordt University	
University of Iowa Central College	
SD Broadcasters Association	

Form Prepared By Lisa Johnston Date 9/10/2020

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)

9/10/2020

SpL-Spncr-Jksn  
Agency Recruitment List

Agency Name	Address	Contact Name	Contact Email	Contact Phone	Contact Fax
Central College	812 University St. Pella, IA 50219	N/A	<a href="mailto:humanresources@central.edu">humanresources@central.edu</a>	641-628-5199	641-628-5374
Dordt University	700 7th Street NE Sioux Center, IA 51250	Amy Westra/Missy Mulder	<a href="mailto:cdc@dordt.edu">cdc@dordt.edu</a>	712-722-6057	
Exploreokoboji.com	PO Box 528 Spirit Lake, IA 51360	Terry Lowry	<a href="mailto:terry@explorekoboji.com">terry@explorekoboji.com</a> / <a href="mailto:careers@explorekoboji.com">careers@explorekoboji.com</a>	712-336-5800 / 712-264-1074	712-336-1634 / 712-264-1077
Grinnell College	1115 8th Ave Grinnell, IA 50112	N/A	<a href="mailto:jobs@grinnell.edu">jobs@grinnell.edu</a>	641-269-4000	
Indeed	<a href="http://www.indeed.com">www.indeed.com</a>	N/A	N/A	1800-462-5842	
Iowa Broadcasters Association	PO Box 71186 Des Moines, IA 50325	Sue Toma	<a href="mailto:iowaiba@dwx.com">iowaiba@dwx.com</a>	515-224-7234	515-224-6560
KKOJ/KUXX	3201 18th St Spirit Lake, IA 51360	Terry Lowry	<a href="mailto:terry@dakotabroadcasting.com">terry@dakotabroadcasting.com</a>	712-336-5801	712-336-1634 / 712-264-1078
KUOO/KUQQ/KUYY	3200 18th St Spirit Lake, IA 51360	Terry Lowry	<a href="mailto:terry@dakotabroadcasting.com">terry@dakotabroadcasting.com</a>	712-336-5800	712-336-1634 / 712-264-1077
Morningside College	1501 Morningside Ave Sioux City, IA 51106	Stacie Hays	<a href="mailto:hays@morningside.edu">hays@morningside.edu</a>	712-274-5000	
Northwestern College - Iowa	101 7th Street SW Orange City, IA 51041		<a href="mailto:career@nwcioawa.edu">career@nwcioawa.edu</a>	712-707-7227	
Simpson College	701 North C Street Indianola, IA 50125	N/A	<a href="mailto:careers@simpson.edu">careers@simpson.edu</a>	515-961-6251	
South Dakota Broadcasting Association	106 W Capital Box 1037 Pierre, SD 57501	Marla Willard	<a href="mailto:marla@willardandassociates.com">marla@willardandassociates.com</a>	605-224-1034	
South Dakota State University	Brookings, SD 57007	Self Report	Handshake Self Report	800-952-3541	
Storm Lake Radio	910 Flindt Dr. Storm Lake, IA 50588	Wendy Hathaway	<a href="mailto:wendy@stormlakeradio.com">wendy@stormlakeradio.com</a>	712-732-3520	712-732-1746
University of Iowa	1 West Park Rd Iowa City, IA 52242	N/A	<a href="mailto:uiowa@foriowa.org">uiowa@foriowa.org</a>	800-648-6973	

## Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1, 2019 through September 30, 2020

Total Number of People Interviewed 11

### Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
Exploreokoboji.com	6
KUOO/KUQQ/KUYY	1
Indeed	4

Form Prepared By Lisa Johnston Date 9/10/2020

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

Filing Period From October 1, 2019 to September 30, 2020

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

Activities to fulfill initiative 082020 GMs attended a meeting where EEO compliance, regulation and changes were discussed.

Second Initiative: Community Events, providing training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that will enable them to better refer job candidates for broadcast positions.

Activities to fulfill initiative 122019 Student from local high school completed a job shadow at the station.

Form Prepared By: Lisa Johnston Date: 09/10/2020

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

Filing Period From October 1, 2019 to September 30, 2020

First Initiative: Training, providing training to personnel of unaffiliated non-profit organizations interested in  
broadcast employment opportunities that will enable them to better refer job candidates for broadcast positions

Activities to fulfill initiative 012020 Student from the local school completed an internship at the stations.

Second Initiative: Community Events, providing training to personnel of unaffiliated non-profit organizations  
interested in broadcast employment opportunities that will enable them to better refer job candidates for broadcast  
positions.

Activities to fulfill initiative 102019 Students from IA Lakes Community College toured the stations and held Q&A.

Form Prepared By: Lisa Johnston Date: 09/10/2020

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

Filing Period From October 1, 2019 to September 30, 2020

First Initiative: Hosting a job fair

---

---

---

---

Activities to fulfill initiative 092020 Market hosted a job fair at the station.

---

---

---

---

Second Initiative: \_\_\_\_\_

---

---

---

---

Activities to fulfill initiative \_\_\_\_\_

---

---

---

---

Form Prepared By: Lisa Johnston Date: 09/15/2020

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.