

Full Time Jobs Filled

List of All Full Time Jobs Filled for the 12 Month Period of October 1, 2020
through September 30, 2021

Job Title	Date Filled
Account Executive	October, 2020
Account Executive	April, 2021
On Air Announcer	April, 2021
On Air Announcer	November, 2020

Form Prepared By Lisa Johnston Date 08/24/2021

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 _____

Source for Actual Hire _____ Employee _____ Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
Explore Okoboji	careers@exploreokoboji.com
KUXX/KKOJ	careers@exploreokoboji.com

Form Prepared By Terry Lowry Date 6/9/21

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 ___Marketing Specialist___ Date Position Filled _____

Source for Actual Hire _____ Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
Handshake	careers@exploreokoboji.com
Iowa Broadcasters Association	careers@cfdigitdgroup.com
Central College	humanresources@central.edu
Dort University	csc@dordt.edu
Grinnell College	jobs@grinnell.edu
Morningside College	hays@morningside.edu
Northwestern College-Iowa	career@nwcioa.edu
Simpson College	careers@simpson.edu
South Dakota Broadcasting Association	marla@willardandassociates.com
Storm Lake Radio	wendy@stormlakeradio.com
University of Iowa	uiowa@foriowa.org

Exploreokoboji.com

careers@exploreokoboji.com

Form Prepared By ___Terry Lowry_____ Date __11/12/20_____

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 Announcer MN Date Position Filled 4/7/21

Source for Actual Hire Employee Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
exploreokoboji.com	careers@exploreokoboji.com
Handshake	
Iowa Broadcasters Association	
Minnesota Broadcasters Association	
All Access	

Form Prepared By Terry Lowry Date 6/9/21

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 ___ On Air Announcer _ Date Position Filled _____

Source for Actual Hire _____ Recruitment Sources Utilized

Indeed.com	careers@exploreokoboji.com
All Access	careers@exploreokoboji.com
Iowa Broadcasters Association	careers@cfdigitdalgroupp.com
Central College	humanresources@central.edu
Dort University	csc@dordt.edu
Grinnell College	jobs@grinnell.edu
Morningside College	hays@morningside.edu
Northwestern College-Iowa	career@nwcioa.edu
Simpson College	careers@simpson.edu
South Dakota Broadcasting Association	marla@willardandassociates.com
Storm Lake Radio	wendy@stormlakeradio.com
University of Iowa	uiowa@foriowa.org

Exploreokoboji.com	careers@exploreokoboji.com
Iowa Broadcasters Association	careers@exploreokoboji.com
Minnesota Broadcasters Association	careers@exploreokoboji.com

Form Prepared By __Terry Lowry__ Date __11/12/20__

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

8/24/2021

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

Total Number of Interviewees Referred by Each Recruitment Source

Twelve Month Period of October 1, 2020 through September 30, 2021

Total Number of People Interviewed 13

Number of Interviewees Referred by Each Recruitment Source

Recruitment Source Name	Total # of Interviewees
Employee Referral	6
Indeed	2
Exploreokoboji.com	1
All Access	4

Form Prepared By Lisa Johnston Date 8/24/2021



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, 2020 to September 30, 2021

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 012021 Office Manager Meeting

032021 EEO Webinar attended by EEO Compliance Officer

Second Initiative: Participation in a job fair by station personnel who have substantial responsibility of making hiring decisions

Activities to fulfill initiative 042021 Okoboji Job Fair

082021 Spencer Chamber Career Fair

Form Prepared By: Lisa Johnston Date: 09/23/2021

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, 2020 to September 30, 2021

First Initiative: Training: Provision of training to personnel of unaffiliated non-profit organizations

Activities to fulfill initiative 042021 Iowa Lakes Community College Presentation

Second Initiative: Community Events: Participation in events sponsored by community groups active in broadcast employment issues

Activities to fulfill initiative 042021 Martin County Mini State Convention

032021 Spirit Lake School

032021 Lions Take Over

072021 Ambassador Visit

Form Prepared By: Lisa Johnston Date: 09/23/2021



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.