

**KGLI, KSEZ, KSFT – FM, KMNS, KWSL
EEO PUBLIC FILE REPORT
October 1, 2010 – September 30, 2011**

MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	KGLI, KSEZ, KSFT, KWSL, KMNS radio ads Department Mgr. 1113 Nebraska Street, Sioux City, Iowa 712-258-5595	No	1
2	Employee Referrals/Previous Employees Clear Channel Employees	No	1
3	Iowa Workforce Development 2508 Fourth Street, Sioux City, Ia 51101 Kay Christiansen 712-277-8540	No	0
4	Sioux City Journal 515 Pavonia Street, Sioux City, Iowa 51105 Rachael 712-293-4312	No	3
5	American Indian Council/Employment 2508 Fourth Street, Sioux City, Iowa Carol Balvan 712-277-8548	No	0
6	American Indian Service %Placement Director PO Box 1720, Sioux Falls, SD 57101	No	0
7	Briar Cliff University 3303 Rebecca Street, Sioux City, Iowa 51104 Michelle Pratt 712-279-5455	No	0
8	Buena Vista University, 610 West 4 th Street Storm Lake, Iowa 50588 Jerry Johnson	No	0
9	Creighton University, Placement/Career Services 2500 California Street, Omaha, Ne. 68178	No	0
10	Education Service Center/SC Public Schools 1221 Pierce Street, Sioux City, Iowa 51105 Angela Banks 712-277-8325	No	0
11	Iowa Central Community College, 3309 Avenue M Fort Dodge, Iowa 50501 David Raedeker	No	0
12	University of Iowa, Chris Wells 24 Philips Hall, Iowa City, Iowa 52242 319-335-1024	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	SC Human Rights Commission 405 Sixth Street, City Hall, Lower Level Room 12 Sioux City, Iowa 51102 Karen Mackey 712-279-6985	No	0
14	Sanford Center, 1700 Geneva Street Sioux City, Ia. 51103 George Boykin 712-252-0581	No	0
15	South Dakota State University/Career & Ac Place. Box 511 Medary Commons Brookings, SD 57007 Susan Frederickson 605-688-4153	No	0
16	Nat. Assn. Of Black Journalists 8701-A Adelphi Rd.. Adelphi, MD 50783-1716 Mr. Duane Crawley 301-445-7100	No	0
17	University of South Dakota/Career Development 414 East Clark Street, Vermillion, SD 57069 605-677-5011	No	0
18	Wayne State College/Career Services 1111 Main Street, Wayne, Ne. 68787 800-228-9972 Ext 732	No	0
19	Wayne State College/Minority Admin. Office 1111 Main Street, Wayne, Ne. 68787 402- 375-7028	No	0
20	Little Priest Tribal College 601 E. College Dr., Winnebago, NE 68071 Greg Bass, Jr. 402-878-2380	No	0
21	Iowa Civil Rights Commission 400 E. 14 th Street, Des Moines, IA 50319-0201 Velora Vertz	No	0
22	Iowa Lakes Community College 300 S. 18 th St., Estherville, IA 51334 Diana Refsell 712-362-0604	No	0
23	LaCasa Latina, 206 6 th St. Sioux City, Ia. 51101 Christy Nicolaisen 712-252-4259	No	0
24	LULAC, 1911 Breese, Muscatine, Ia. 52761	No	0
25	LULAC, PO box 4616, Davenport, Ia. 52803	No	0
26	Morningside College/Placement Career Services 1501 Morningside Ave. Sioux City, Ia. 51106 Wendy Stevenson 712-274-5000	No	0
27	NAACP, President Flora Lee PO Box 82, Sioux City, Ia 51103 712-258-9391	No	0
28	NAACP, Attn: Larry Carter PO Box 5036, Des Moines, Ia. 50306-5036	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	National Assn. Of Hispanic Journalists 529 4 th St. Ste. 1000 Washington DC 20045 Marco Botero 202-662-7145	No	0
30	American Institute of Business, Carrie Blackburn 2500 Fleur Drive, Des Moines, IA 50321 515-244-4221	No	0
31	Des Moines Area Community College 2006 S. Ankeny Blvd., Bldg. #1, Ankeny, IA 50021 Dave Reimers 515-964-6463	No	0
32	Division of Persons with Disabilities Jill Avery, Lucas State Office Building, Des Moines, IA 50319 515-242-6334	No	0
33	DMACC – Des Moines/Urban Campus Debra Howell, 1100 7 th St, Des Moines, IA 50314 515-244-4226	No	0
34	Drake University 2507 University Ave., Des Moines, IA 50311 Annmarie McGowen 515-271-3721	No	0
35	Grand View College, 1200 Grandview Ave., Des Moines, IA 50316 Megan Hogan 515-263-2888	No	0
36	Hamilton College, Lori Orthaus 4655 – 121 st Street, Urbandale, IA 50323 515-727-2100	No	0
37	Hawkeye Community College, Gloria Stigler 1502 E. Orange Rd., Waterloo, IA 50704-8015 3719-296-2320	No	0
38	Iowa Dept. of Human Rights, William Brand Lucas State Office Building, Des Moines, IA 50319 515-242-5655	No	0
39	Iowa Division of the Status of African Americans Kim Cheeks, Lucas State Office Building, Des Moines, IA 50319 319-281-3274	No	0
40	Illinois State University, Michael Schermer 185 Student Services Bldg., Normal, IL 61790 309-438-2200	No	0
41	Iowa State University, Mike Gaul 0570 Beardshear Hall, Ames, IA 50111-2047 515-294-9490	No	0
42	Iowa Wesleyan College, Joyce Halverson 601 N. Main St., Mt Pleasant, IA 52641 800-582-2383	No	0
43	Iowa Western Community College, Hugh Irwin 2700 College Rd., Council Bluffs, IA 51502 712-325-3200	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
44	Jackson State University, Laverita Cottrell 1400 John R. Lynch St., Jackson, MS 39217 601-976-2477	No	0
45	Loras College, Bobbi Martin 1450 Alta Vista St., Dubuque, IA 52004 563-588-7922	No	0
46	University of Northern Iowa, Clark Elmer SSC #19, Cedar Falls, IA 50614 319-273-6857	No	0
47	Luther College, Mark Peltz 700 College Dr., Decorah, IA 52101 563-387-1025	No	0
48	Martin L. King Center, Gloria Stigler 515 Beach St., Waterloo, IA 52001 319-234-7543	No	0
49	Minorities in Broadcast Training Program Patrice Williams, PO Box 37132, Century City, CA 90067 310-551-1035	No	0
50	Northwestern College, Bill Minnick 208 – 8 th St. SW, Orange City, IA 51041 712-707-7225	No	0
51	Northwestern University, Lonnie Dunlap 630 Lincoln St., Evanston, IL 60208 847-467-5718	No	0
52	S.W. Wisconsin Technical College, Sheila Martin 1800 Bronson, Fennimore, WI 53809 800-362-3322	No	0
53	Scott Community College, Rochelle Carlson 500 Belmont Rd., Bettendorf, IA 52722 563-441-4020	No	0
54	Simpson College, Ann Greubel 701 N. C Street, Indianola, IA 50125 515-961-1667	No	0
55	St. Ambrose University, Angela Grafton 518 W. Locust St., Davenport, IA 52803 563-333-6300	No	0
56	Columbia College, Matt Green 600 S. Michigan, Chicago, IL 60605 312-344-7281	No	0
57	www.clearcareers.com	No	0
58	Non-Employee Referral	No	0
59	Mail-In, Walk-In, Email by applicant	No	0
60	Station Websites: www.KG95.com , www.Z98Rocks.com , www.KMNS.com , www.Soft107.1.com , www.kwsl.com	No	0
61	Blackhawk College, Christina Green 6600 – 34 th Avenue, Moline, IL 61265 309-796-5000	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
62	Broadcast Education Association, Louisa Nelson 1771 N. Street NW, Washington, DC 20036 202-429-5354	No	0
63	Central College, Pat Joachim-Kitzman 812 University, Pella, IA 50219 641-628-5271	NO	0
64	Internal transfer/promotion	NO	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			5

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>The stations provide internship opportunities for students from local colleges. We work closely with professors and instructors at Western Iowa Tech Community College, Morningside College, Briar Cliff University and the University of South Dakota to recruit outstanding Mass Communication/Broadcast undergraduates for our internship program. Interns initially oversee the duties of each department, particularly news and programming, and are taught basic tasks relating to their department. Interns assist with providing information between departments and accompany station personnel on routine business.</p> <p>Two students from University of South Dakota interned in the Production/On-Air Department. One of them from June 2010 through August 2010 and other from September 2010 through August 2011.</p>
2	Job Shadow Program	<p>We accept all job shadows from local and area high schools to help students explore radio as a career choice. Local and area high schools allow students to visit the station to learn first hand the various areas of broadcasting including news, programming, marketing, promotions, sales, and business functions.</p> <p style="text-align: center;">There were no job shadow participants during this reporting period.</p>
3	Participated in programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>Station/Management/Personnel participate in various college/university/high school/grade school events designed to explore career opportunities in broadcasting and other related fields:</p> <p style="text-align: center;">There are no programs to report for this period.</p>
4	Career Fair	<p>EEO Officer, Operations Manager and Market Manager attended station sponsored Siouxland Broadcasting Career Fair at Western Iowa Tech Community College to promote broadcasting as a</p>

		career choice to participants. April 26, 2011
--	--	---

**OUTREACH EFFORTS CONCERNING
KGLI, KSEZ, KSFT, KMNS, KWSL
October 2011**

Although the EEO recruitment rules that the Commission implemented in 2000 were suspended the following year, Clear Channel stations have continued to strive for broad and inclusive outreach since that time. Examples of the efforts made by stations in this employment unit include working with local Colleges and Universities to provide internship programs, job shadowing for local high school students, attending job fairs in the region, participating in programs sponsored by educational institutions, promoting mentoring programs, internet programs promoting employment within the company, and radio ad campaigns promoting scholarships in the media field.

For additional information concerning the outreach efforts undertaken by stations in this employment unit, see the attached EEO Public File Report.

Since the current EEO rules went into effect on March 10, 2003, the stations have experienced no notable difficulties in our outreach efforts as of the date of this application