



EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 23, 2010 to September 22, 2011.

1) Employment Unit: Des Moines, IA

2) Unit Members (Stations and Communities of License): **KGGO-FM, Des Moines, IA**
KHKI-FM, Des Moines, IA
KBGG-AM, Des Moines, IA
KJJY-FM, West Des Moines, IA
KWQW-FM, Boone, IA

3) EEO Contact Information for Unit Member:

Mailing Address: Cumulus Media, Inc. 4143 109 th Street Urbandale, IA 50322	Telephone Number: 515-331-9200
	Contact Person/Title: Brady Yeoman, Interim Operations Manager Sharon Beninato, Business Manager/HR
	E-mail Address: brady.yeoman@cumulus.com sharon.beninato@cumulus.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Music Director	Exigent Circumstances
2. Assistant Program Director	Employee Referral
3. Production Assistant	Exigent Circumstances
4. Account Executive	Industry Referral
5. Account Executive	Industry Referral
6. Account Executive	Employee Referral
7. Account Executive	Industry Referral
8. Account Executive	Industry Referral
9. Account Executive	Industry Referral

Stations KGGO-FM, KHKI-FM, KJJY-FM, KWQW-FM, AND KBGG-AM are Equal Opportunity and Affirmative Action Employers



5) Job Title: Music Director

Referral Source(s) of Hire: Exigent Circumstances

The Music Director Position was filled by an Internal Promotion of a part time employee who has been with the EU for 3 years. The promotion was approved by a former Operations Manager.

5) Job Title: Assistant Program Director Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	1	No
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg.A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitanio	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Cathleen Powell	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K.. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No

Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No
Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Rusell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No



University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No
Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No



5) Job Title: Production Assistant

Referral Source(s) of Hire: Exigent Circumstances

The Production Assistant position was filled by an Internal Promotion of a part time employee who was an essential morning show employee with vast production and copywriting experience. The promotion was approved by a former Operations Manager.



5) Job Title: Account Executive Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	2	No
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Cathleen Powell	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K.. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No



Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Rusell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No



Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No



5) Job Title: Account Executive Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	1	No
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	3	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	2	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Cathleen Powell	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K.. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No

Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Rusell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No



Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No



5) Job Title: Account Executive Referral Source(s) of Hire: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	1	No
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitanio	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Cathleen Powell	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K.. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No

Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Rusell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No



Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No



5) Job Title: Account Executive Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	3	No
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitanio	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Cathleen Powell	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K.. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No



Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Rusell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No



Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No



5) Job Title: Account Executive Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	0	No
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Michael Hope	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg. A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fulitanio	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Cathleen Powell	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K.. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No

Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Rusell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No



Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No



5) Job Title: Account Executive Referral Source(s) of Hiree: Industry Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Citadel Email Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Des Moines Help Wanted	Peter Wagner	Desmoineshelpwanted.com	800-365-8630	2	No
Employee Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Citadel Des Moines Website Outreach	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	Yes
Citadel Business Managers	Sharon Beninato	4143 109 th Street, Urbandale, IA 50322	515-331-9200	0	No
Industry Referral	Brady Yeoman	4143 109 th Street, Urbandale, IA 50322	515-331-9200	1	No
Academic Advising & Career Serv	GIL 242	University of Northern Iowa, Cedar Falls, IA 50614		0	No
Affirmative Action Register	Joyce R. Green	8356 Olive Blvd, St. Louis, MO 63132	314-991-1335	0	No
American Institute of Business	Carrie Blackburn	2500 Fleur Drive, Des Moines, IA 50321-1794	515-244-4221	0	No
American Women in Radio & Television	Maria E. Brennan	8405 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	0	No
Blackhawk College	Mary Jo Curless	6600 34 th Avenue, Moline, IL 61265	309-797-7138	0	No
Broadcast Education Association	Louisa A. Nielsen	1771 N Street NW, Washington, DC 20036-2891	202-429-5354	0	No
Central College	Pat Joachim Kitzman	812 University, Pella, IA 50219	641-628-5271	0	No
Chicago State University	Olive Waugh	9501 South ML King Drive, Chicago, IL 60628	773-995-2327	0	No
Clarke College	Mary Russell	1550 Clarke Drive, Dubuque, IA 52001	563-588-6302	0	No
Coe College	Diane Rae Patten	1220 1 st Avenue NE, Cedar Rapids, IA 52402	319-399-8844	0	No
Columbia College	Matt Green	600 S. Michigan Avenue, Chicago, IL 60605	312-344-7281	0	No
Department of Veteran Affairs	Patrick Palmersheim	Camp Dodge, Bldg.A6A, Johnston, IA 50131-1824	515-242-5331	0	No
Des Moines Area Community College	Dave Reimers	2006 S. Ankeny Blvd. Bldg #1, Ankeny, IA 50021	515-964-6463	0	No
Division of Persons with Disabilities	Jill Fultano	Lucas State Office Bldg., Des Moines, IA 50319	515-242-6334	0	No
DMACC-Des Moines/Urban Campus	Mary K. Moore	1100 7 th Street, Des Moines, IA 50314	515-248-7211	0	No
Drake University	John Lytle	2805 University Ave., Des Moines, IA 50311-4505	515-271-3721	0	No
Foundation for Minority Interests in Media	Phylis A. Eagle-Oldson	1299 Pennsylvania Ave., Washington, DC 20004	202-637-4494	0	No
Grand View College	Dr. James V. Arthur	1200 Grandview Ave., Des Moines, IA 50316	515-263-2888	0	No
Grinnell College	Cathleen Powell	1127 Park St., Grinnell, IA 50112	641-269-4940	0	No
Hamilton College – Cedar Rapids	Lisa K.. Smith	3165 Edgewood Pkwy SW, Cedar Rapids IA 52404	319-277-0220/112	0	No
Hamilton College – Des Moines	Lori Gelhaar	4655 121 st St., Des Moines, IA 50323	515-727-2100	0	No

Hawkeye Community College	Ruben Carrion	1502 E. Orange Rd., Waterloo, IA 50704-8015	319-296-2320	0	No
Iowa Central Community College	Sara Condon	330 Avenue M, Fort Dodge, IA 50501	515-576-0099	0	No
Iowa Division of Latino Affairs	John-Paul Chaisso-Gardenas	Lucas State Office Building, Des Moines, IA 50319	515-281-4080	0	No
Iowa Lakes Community College - Estherville	Linda Wiegman	300 Sout 18th Street, Estherville, IA 51334		0	No
Iowa Lakes Community College-Emmetsburg	Diana Refsell	3200 Lakes Community College, Emmetsburg, IA 50536	712-362-7990	0	No
Iowa State University	Beverly Madden	0570 Beardshear Hall, Ames, IA 50010	515-294-9490	0	No
Iowa Wesleyan College	Jeremy Reed	601 N. Main St., Mt. Pleasant, IA 52641	319-385-8021	0	No
Iowa Western Community College	Hugh Irwin	2700 College Road, Council Bluffs, IA 51502	712-325-3200	0	No
Iowa Workforce Development	Erv Feh	1000 East Grand, Des Moines, IA 50319-0209	515-281-9619	0	No
Jackson State University	Lavenita Cottrell	1400 John R. Lynch St., Jackson, MS 39217-0280	601-976-2477	0	No
KDPS-FM (DM Public Schools)	Bill Springer	Central Campus 1800 Grand Ave., Des Moines, IA 50309		0	No
Loras College	Bobbi Martin	1450 Alta Vista St., Dubuque, IA 52004	563-387-1025	0	No
Luther College	Mark Peltz	700 College Dr., Decorah, IA 52101-1045	563-387-1025	0	No
Martin L. King Jr Center	Gloria Stigler	515 Beach St., Waterloo, IA 50703	319-234-7543	0	No
Nat'l Assoc. of Hispanic Journalists	Ivan Roman	529 14 th St. Suite 1000, Washington, DC 20045-2001		0	No
Morningside College	Wendy Stevenson	1501 Morningside Ave., Sioux City, IA 51106	712-274-5000	0	No
NAACP	John Crosby	105 Vermont Ave. NW, Washington, DC 20005	208-375-3664	0	No
NAACP & Community Resource Center	J. Rusell Lowe	222 3 rd St. SE, Cedar Rapids, IA 52401	319-365-9482	0	No
National Association of Black Journalists	Tanjie Newborn	8701-A Adelphi Rd., Adelphi, MD 20783-1716	301-445-7100	0	No
Northwestern College	Bill Minnick	208 8 th St. SW. Orange City, IA 51041	712-707-7225	0	No
Northwestern University	Lonnie Dunlap	630 Lincoln St., Evanston, IL 60208	847-491-5786	0	No
Scott Community College	Rochelle Carlson	500 Belmont Rd., Bettendorf Rd. Bettendorf, IA 52722	563-441-4020	0	No
Simpson College	Denice Ross Haynes	701 N. C St., Indianola, IA 50125	515-961-1530	0	No
Southwest Wisconsin Technical College	Sheila Marten	1800 Bronson, Fennimore, WI 53809	800-362-3322	0	No
St Ambrose University	Jennifer Timmons	518 W. Locust St., Davenport, IA 52803	563-333-6300	0	No
Truman State University	Jan Fishback	100 E. Normal, Kirksville, MO 63501	660-785-4353	0	No
UNI Career Services		102 Gilchrist Hall, Cedar Falls, IA 50614-0384		0	No
UNI-CUE	Karen McNeil	800 Sycamore St., Waterloo, IA 50703	319-433-1220	0	No
University of Dubuque	Deb Clarke	2000 University, Dubuque, IA 52001	563-589-3132	0	No
University of Iowa	David Baumgartner	24 Phillips Hall, Iowa City, IA 52242	319-335-1023	0	No
University of Northern Iowa	Sandra K. Hoy	SSC # 19, Cedar Falls, IA 50614-0384	319-273-6857	0	No
University of Wisconsin, Platteville	Diana Trendt	1 University Plaza, Platteville, WI 53818-3099	608-342-1033	0	No



Urban Dreams	Wayne Ford	1410 6 th Ave., Des Moines, IA 50314	515-288-4742	0	No
Wartburg College	Derek Solheim	100 Wartburg Blvd., Waverly, IA 50677	319-352-8425	0	No
William Penn University	Marsha Riordan	201 Trueblood Ave., Oskaloosa, IA 52577	641-673-1045	0	No



6) Total # of Interviewees Referred: For the period from September 23, 2010 to September 22, 2011, this Employment Unit interviewed 26 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Internship Program designed to assist members of the community achieve careers in Broadcasting.

April - August 2011 - College Student interned in the Promotions and Marketing Department at EU to earn college credit in a business marketing class. Student's duties included day-to-day help with remote broadcasts, station events and prize management. Intern represented the Citadel radio stations at community events and fundraisers such as Zoo Brew at the Blank Park Zoo and Friday Fest for the Urbandale Sports Club. Duties also included remote broadcasts and Big Country Bash and Summer Jam. Intern received 3 Credit Hours for his time with EU. The intern was managed by a Promotions Director.

June – October 2011 – College Student from Simpson College, participated in the Citadel Broadcasting Programming Internship under the guidance of KHKI's Assistant Program Director. During these mornings she would help with scheduling, updating the website and prep on air materials. She also helped out with concerts, State Fair and other in studio visiting artists. The Intern program gives students an inside look at the working of a radio station. They get hands-on training in all aspects of this business from music decisions to sales promotions and execution. It is a realistic view of broadcasting. Intern received 4 Credit Hours for the time with Employment Unit (EU).

(b) Participation in Internet programs designed to promote outreach generally

EU maintains a continuous outreach on the external website desmoineshelpwanted.com, a website that provides employment opportunities in the Des Moines Metro Area. The perpetual posting on this website is advertising a full-time accountant executive position. desmoineshelpwanted.com is also a place where EU advertises additional full and part time employment opportunities including sales representatives and board operators.

(c) Participation in events or programs sponsored by educational institutions.

On Friday, November 17, 2010, a representative of EU participated in Career Day at Colfax High School and discussed jobs in broadcasting with 32 students.

(d) Participation in training programs

In October 2010 Citadel Broadcasting – Des Moines' Business Manager attended a seminar in Las Vegas, NV regarding supplemental recruiting. There she learned about alternative ways to recruit employees for open positions we have at our stations. Seminar was organized by company corporate staff

(e) Sexual Harassment Training Program.

In April 2011, all Citadel Broadcasting managers attended a 2-hour long webinar on Sexual Harassment Prevention in the Workplace. This training was designed by corporate HR for supervisors and intended to teach them their vital role in creating a respectful, harassment-free work environment. The training is live and participants will had the opportunity to type in their questions through the web.