

**KSUX**  
**EEO PUBLIC FILE REPORT (FCC Form 397)**  
**KSUX OCT 08 thru SEPT 09**

**I. VACANCY LIST**

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources(RS) used to fill Vacancy	RS Referring Hiree
{insert name of job title, e.g. Account Executive}	{Insert numbers corresponding to RS's in the MRSL, e.g. 1-10,15,18-23}	{Insert number corresponding to RS in the MRSL, e.g. 23}
Sales Account Exec.	1,2,3,4,5,6,7,8,9,10,11,12,13,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39,40,41	2
Sales Account Exec.	1,2,3,4,5,6,7,8,9,10,11,12,13,19,20,21,22,23,24,25,26,27,28,29,30,31,32,33,34,35,36,37,38,39,40,41	2



**MASTER RECRUITMENT SOURCE (RS) LIST (FCC Form 397)**

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RS NUMBER	RS INFORMATION (source name, contact person, full mailing address, telephone #)	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12 Month Period
1	KKMA ON AIR 99.5 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	no	
2	KSUX ON AIR 105.7 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	no	4
3	KSCJ ON AIR 1360 AM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	no	2
4	KLEM ON AIR 1410 AM, Dennis Bullock, 37 2nd ave. NE, Le Mars, Iowa, 51031, 712-546-4121	no	
5	KKYY ON AIR 101.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	no	
6	KZSR ON AIR 102.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	no	
7	KKMA Website, www.kool995.com	no	2
8	KSUX Website, www.ksux.com	no	1
9	KSCJ Website, www.kscj.com	no	
10	KLEM Website, www.klem1410.com	no	1
11	KKYY Website, www.y1013.net	no	
12	KZSR Website, www.jack1023.com	no	
13	IBA, Web site, www.iowabroadcaster.com	no	
14	All Access , Website, www.allaccess.com	no	
15	RAB Website, www.rab.com	no	
16	Inside Radio, Gene, Emailads@inside radio.com, 800-640-8852	no	
17	NAB Website, www.nab.org	no	
18	Radio World Magazine , email ads www.sbe.org	no	
19	Job Training Partners, Marcia Pauling, 4647 Stone Avenue, Sioux City, Iowa 51102 , (712-274-8733 ex 1249)	no	
20	American Indian Council, Scott Barta, 2508 4th Street , Sioux City, Iowa 51101 (712-277-8458)	no	
21	Sanford Center, Mr. Boykin, 1700 Geneva Street, Sioux City, Iowa 51103 (712-252-0581)	no	
22	Native Family Resource Center, Edith Cassidy, 804 West 7th Street, Sioux City, Iowa 51103 (712-252-5905)	no	
23	La Casa Latina, Christy Nicolaisen 206 6th Street, Sioux City, Iowa 51101 (712-252-4259)	no	
24	Siouxland Professional Womens Network, Pam Hoadley, PO Box 1656, Sioux City, Iowa 51105 (712-271-1876)	no	

25	Carreer Services for Minorities, Morningside College, 1501 Morningside Avenue, Sioux City , Iowa 51106 (712-274-5000) Att: Stacie Hays	no	
26	Office of Indian Education, Po Box 1113, Sioux City, Iowa 51102 (712-252-0811)	no	
27	Indian Youth of America, Patty Trudell, 625 Jackson, Sioux City, Iowa 51101 (712-252-3230)	no	
28	Women Aware of Siouxland, Katie Colling, 520 Nebraska Street, Sioux City, Iowa 51101 (712-258-4174)	no	
29	Mary Treglia Community House, Jeremy Foster, 900 Jennings Street, Sioux City, Iowa 51105 (712-258-5137)	no	
30	American Association of University Women, Sioux City Branch, Pam Hoadley, 4705 Old Lakeport Road, Sioux City, Iowa 51106 (712-271-1876)	no	
31	Carreer Development Center for Minorities, Briar Cliff University, 3303 Rebecca Street, Sioux City, Iowa 51104 (712-279-5200) Att: Cal	no	
32	Siouxland Family Center, 1401 Pine Street, PO Box 484, Dakota City, Ne 68731 (402-494-3259) Att: Minorities Job Placement Director	no	
33	NAACP, Flora Lee, PO Box 82, Sioux City, Iowa 51101.	no	
34	Briar Cliff University, Joanne Peterson, 3303 Rebecca Street, Sioux City, Iowa 51104 (800-662-3303)	no	
35	Buena Vista University, 610 West 4th Str, Storm Lake, Iowa 50588 (800-383-9600) Att: Job Placement Dir	no	
36	Morninside College, Job Placement, 1501 Morninside Av, Sioux City, Iowa, 51106 (800-831-0806)	no	
37	Wayne State College, Job Placement, 1111 Main Street, Wayne, Ne. 68787 (800-228-9972)	no	
38	Northwest Iowa Comm. College, 603 West Park Street, Sheldon, Iowa (712-324-5061)	no	
39	Little Priest Tribal College, Minorities Job Placement Dir., 601 East College Tribe, po Box 270, Winnebago, Ne. 68071 (402-878-2380)	no	
40	Nebraska Indian Community College, P.O. Box 428 Macy, NE 68039 (402.837.5078) Att: Job placement	no	
41	Western Iowa Tech Community College, 4647 Stone Avenue Sioux City, Iowa 51106, (712.274.6400)	no	

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<b>1</b>	<b>Participate in Job Fairs</b>	
a	<i>Job Fair and Internship Opportunities Fair (Sept. 10, 2009)</i>	A BOOTH WAS MANNED BY SCOTT MCKENZIE IN ORDER TO MEET WITH POTENTIAL APPLICANTS AND TO DISCUSS OUR COMPANY AND THE OPPORTUNITIES WITHIN.
<b>2</b>	<b>Host at Least One Job Fair</b>	
a	<i>Hosted a Job Fair (April 15, 2008)</i>	HOSTED A MEDIA JOB FAIR AT A LOCAL COLLEGE. SET UP TABLES FOR PARTICIPANTS AND INVITED THE PUBLIC TO ATTEND...OUR TABLE WAS MANNED BY THE DIRECTOR OF SALES, DAVE GROSENHEIDER AND BY PROGRAM DIRECTORS SCOTT MCKENZIE, BOB ROUNDS, & TONY MICHAELS, PLUS BUSINESS MANAGER CANDICE NASH.
<b>5</b>	<b>Internship program</b>	
a	<i>Mattie Rooney (Intern for the 2008/2009 Highschool Year)</i>	Implemented an internship for this Sioux City West High Student designed to assist her in acquiring the skills needed for broadcast employment. Emphasis in continuity/production/on-air.
b	<i>Alex Guggenmos (May/June intern 2009)</i>	Implemented an internship for this University of Iowa College Student designed to assist him in acquiring the skills needed for broadcast employment. His emphasis was in designing and marketing the broadcasting companies Web Sites at Powell Broadcasting.
c	<i>Cory Birch (Summer intern 2009)</i>	Implemented an internship for this South Dakota State University College Student designed to assist him in acquiring the skills needed for broadcast employment. His emphasis was in programming/engineering/promotion/on-air at Powell Broadcasting.

d	<i>Donna Berry (Fall/Winter intern 2009)</i>	Implemented an internship for this Iowa State University College Student designed to assist her in acquiring the skills needed for broadcast employment. Her emphasis was in the newsroom of Powell Broadcasting.
<b>10</b>	<b>Participate in at least 4 events or programs with activities educating on broadcast employment issues.</b>	
a	<i>Morningside College (May 29th, 2009)</i>	GENERAL MANAGER, DENNIS BULLOCK SPOKE TO STUDENTS REGARDING CAREER OPPORTUNITIES IN BROADCASTING.
b	<i>Morningside College (Sept. 30th, 2009)</i>	GENERAL MANAGER, DENNIS BULLOCK SPOKE TO STUDENTS REGARDING CAREER OPPORTUNITIES IN BROADCASTING.
c	<i>Hinton Community School (April 13, 14, 16, 20 &amp; 24 2009)</i>	CANDICE NASH VOLUNTEERED AS A BROADCASTING REPRESENTATIVE TO TEACH FOUR JUNIOR ACHIEVEMENT CLASSES ON THE BASIC CONCEPTS OF BUSINESS & ECONOMICS, HOW EDUCATION IS IMPORTANT IN THE BROADCASTING WORKPLACE AND OPPORTUNITIES AVAILABLE IN COMMUNICATIONS AND BROADCASTING.
d	<i>Boy Scouts of America ( Oct 24, 2008)</i>	DAVE RUDEN HOSTED A ON SITE FIELD TRIP FOR A BOY SCOUT TROUP, GAVE TOUR OF THE FACILITIES AND SPOKE ABOUT JOB DESCRIPTIONS AND OPPORTUNITIES IN THE BROADCAST FIELD.
e	<i>Boy Scouts of America ( Jan. 22, 2009)</i>	CANDICE NASH HOSTED A ON SITE FIELD TRIP FOR A BOY SCOUT TROUP, GAVE TOUR OF THE FACILITIES AND SPOKE ABOUT JOB DESCRIPTIONS AND OPPORTUNITIES IN THE BROADCAST FIELD.
f	<i>Boy Scouts of America ( Jan. 24, 2009)</i>	DAVE RUDEN HOSTED A ON SITE FIELD TRIP FOR A BOY SCOUT TROUP, GAVE TOUR OF THE FACILITIES AND SPOKE ABOUT JOB DESCRIPTIONS AND OPPORTUNITIES IN THE BROADCAST FIELD.
g	<i>Boy Scouts of America ( Mar 30, 2009)</i>	DAVE RUDEN HOSTED A ON SITE FIELD TRIP FOR A BOY SCOUT TROUP, GAVE TOUR OF THE FACILITIES AND SPOKE ABOUT JOB DESCRIPTIONS AND OPPORTUNITIES IN THE BROADCAST FIELD.

h	<p><i>Boy Scouts of America DEN MEETING in Hinton, Iowa (June 8th, 2009 6:30pm)</i></p>	<p>CANDICE NASH SPOKE TO THE HINTON DEN MEETING OF BOY SCOUTS ABOUT HOW TO EARN THEIR COMMUNICATIONS BADGES AND ABOUT JOBS AVAILABLE IN THE COMMUNICATIONS FIELD AND BROADCASTING IN GENERAL</p>
14	<p><b>Provide training to management as to methods of ensuring equal employment and preventing discrimination.</b></p>	<p></p>
a	<p><i>In House training of all managers on our standard EEO practices (1.30pm Jan 29, 2009)</i></p>	<p>CONDUCTED BY BUSINESS MANAGER, CANDICE NASH. GRIDS WERE UPDATED AND DISTRIBUTED WITH INSTRUCTIONS ON PROPER PROCEDURES WITH A QUESTION AND ANSWER PERIOD. MASTER RECRUITING LISTS WERE PROVIDED AS WELL AS INSTUCTIONS ON RECRUITING AND FILLING VACANCIES.</p>
b	<p><i>Training by our Corporate in House Lawyer on Preventing Discrimination. (July 8th &amp; 9th, 2009)</i></p>	<p>Each and every employee of Powell Broadcasting was required to sit through a special meeting dedicated to our new TPG Harassment Policy; education of the staff on this policy and related procedures.</p>