



**WHO, KPTL, KKDM, KDRB & KXNO**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS for Position</b>
1	Iowa Commission on the Status of Women Ellen Failor Lucas State Office Building Des Moines, IA 50319 (515) 281-4461 Fax: (515) 242-6119	Yes	0
2	Women’s Awareness Coalition Jan Wise Student Life Center Drake University 2507 University Avenue Des Moines, IA 50311	Yes	0
3	Coalition of Black Students Jan Wise Drake University Student Center 2507 University Avenue Des Moines, IA 50311 (515) 271-4117 Fax: (515) 271-4110	Yes	0
4	Project Passport Fred Gilbert 1111 9 <sup>th</sup> Street, Suite 290 Des Moines, IA 50314 (515) 246-6547 Fax: (515) 965-6023	Yes	0
5	Drake University Career Center Kathy Barnett 2507 University Avenue Des Moines, IA 50311-4505	Yes	1
6	Iowa Broadcasters Association Sue Toma <a href="mailto:webmaster@iowabroadcasters.com">webmaster@iowabroadcasters.com</a>	No	2
7	Clearcareers.com (corporate online job site)	Yes	0
8	Hirediversity.com	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS for Position
9	Internal Posting at Each Station 1801 Grand Avenue Des Moines, IA 50309	No	0
10	Employee Referral	No	2
11	Non-Employee Referral	No	1
12	Mail-in, Walk-in, email by applicant	No	0
13	Station Website	No	2
14	LaFuerza Latina Jan Wise Drake University 2507 University Avenue Des Moines, IA 50311 (515) 271-4110	Yes	0
15	Polk County Enrichment Center Katy Muelhopt 401 E. Court Avenue Des Moines, IA 50309 (515) 286-2055	No	0
16	Ann Wessman, Assistant Director Student Employment Center Office of Student Financial Aid Room 12 Beardshear Hall Ames, IA 50011-2020 (515) 294-2223 Fax: (515) 294-0851 <a href="mailto:sfajobs@iastate.edu">sfajobs@iastate.edu</a>	No	0
17	Iowa Workforce Development Center Des Moines Office 215 Keo Way Des Moines, IA 50309-1727 (515) 281-9600 Fax: (515) 281-9640	No	3
18	Brenda Criswell Iowa Department for the Blind 524 Fourth Street Des Moines, IA 50309-2364	Yes	0
19	Brenda Shinkle Easter Seals Iowa 2920 30 <sup>th</sup> Street Des Moines, IA 50310	Yes	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS for Position</b>
20	Carl Sundermann The Drake Broadcasting System 118 Meredith Hall Drake University Des Moines, IA 50311	Yes	0
21	Des Moines Register	No	21
22	Des Moines Helpwanted.com	No	14
23			
(etc.)			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			46

## **WHO, KPTL, KKDM, KDRB & KXNO**

Report Ending September 30, 2007

### **I. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Internship Program	During the reporting period, the stations offered internships to 5 students from Drake University, Grandview College, Iowa State University and area High Schools. Interns received training and experience in various areas of broadcasting including News, Programming, Marketing and Promotion, Events, Sales and Business and Technology.
2	Job Shadow/ Internship Program	The stations work with area High Schools to help students explore careers through job shadowing or limited internships. During this reporting period, we accepted job shadows/internships.
3	Scholarship Programs	Lee Kline/Keith Kirkpatrick Scholarship Fund. WHO-AM and Heart of Iowa Restaurants annually award two scholarships to students attending Iowa State University majoring in agriculture journalism/agriculture studies.
4	Mentoring Program	Stations employ a Sales Training Manager to provide new account executives training and career counseling
6	Participation in programs sponsored by educational	Station Management/ Personnel participate in various college/university/high school/ grade school events

	institutions relating to career opportunities in broadcasting.	designed to explore career opportunities in broadcasting and other related fields.
7	Internet Program designed to promote outreach generally	Job openings are posted on <a href="http://www.hirediversity.com">www.hirediversity.com</a> which provides extensive job hunting advice and background information in addition to individual job listings.