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From: Boone

Date: 9/29/2008

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EEO Public Report Form Covering the Period from 10/01/2007 to 09/30/2008

Contents:

- Full Time Jobs Filled
- Recruitment Sources Information
- Recruitment Sources Used
- Summary of Prong 3 Outreach Activities
- Yearly Totals

Appendix 1

Full Time Jobs Filled

Annual EEO Public Report Form Covering the Period from 10/01/2007 to 09/30/2008

No:	Job Title:	Date Filled:	Recruitment Source:	Prong 2:	Contact Details:
1	Business Manager EEO Tracking Number: 4295	11/7/2007	Boone News Republican	NO	
2	Account Executive EEO Tracking Number: 4296	5/12/2008	KWBG on air announcement	NO	

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Job Wise Notification Summary between 10/01/2007 to 09/30/2008

Business Manager (EEO1SOURCE Tracking Number: 4295)

Notifications sent to agencies below were identical for Fax or e-mail notifications. A copy of this is shown below:

To:
All recruiting agencies listed in the report below.

Date: 09/12/2007
From: New Job Listing from Boone
Title: Business Manager

Description:
KWBG AM 1590 Radio in Boone, Iowa invites a fun loving, detail oriented person to join our team and handle our A/P, A/R, month end and daily computer entry. MULTI TASKER'S DREAM! Medical benefits, 401K. Full time. Mostly Monday thru Friday. Fill out an application or submit resume to 724 Story Street, Suite 201, Boone, IA 50036.

Salary:

Experience:
data entry and other
office skills

Requirements:
Some on air work

Additional Requirements:

Contact:
Carol Kuster, General Manager

City: Boone State: IA
Zip: 50036
URL:

Job Posted by an Equal Opportunity Employer

**** IMPORTANT ****

This fax or email has been sent using the services provided by LITERA Consulting. If you do not want to receive future fax or email or want to change your receiving details, please contact Aleta VanNatta (email: avannatta@nrgmedia.com)

No: Name: Contact Name:

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1	National Association of Broadcasters 1200 Commercial Street Emporia Kansas 66801 Phone: 620-341-5407 Fax: 1-620-341-5168	Alex Hitz Sanchez	Notified by Fax: 1202/4295343 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
2	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines Iowa Phone: 515/287-1555	Gay-Ellen Fisher	Notified by Fax: 1515/2871787 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
3	Affirmative Action Register 8356 Olive Blvd St. Louis Missouri 63132 Phone: 314/991-1335 Fax: 314/997-1788	Joyce R Green	Notified by Fax: 1314/9971788 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
4	American Institute of Business 2500 Fleur Drive Des Moines Iowa Phone: 515/244-4221 Fax: 515/288-4366	Carrie Blackburn	Notified by Fax: 1515/2884366 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
5	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean Virginia 22102 Phone: 703/506-3290	Maria E Brennan	Notified by Fax: 1703/5063266 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
6	Augustana College 639 38th St Rock Island Illinois 61201 Phone: 309/794-7339 Fax: 309/794-3369	Kristi Gimel Becker	Notified by Fax: 1309/7943369 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
7	Black Broadcasters Alliance 711 W.40th St Suite 330 Baltimore Maryland 21211 Phone: 410/662-4536	Eddie Edwards	Notified by Fax: 1410/6620186 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
8	Blackhawk College 6600 34th Avenue Moline Illinois 61265 Phone: 309/797-7138 Fax:	Mary Jo Curless	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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9	Briar Cliff University 3303 Rebecca Sioux City Iowa 51104 Phone: 712/279-5455 Fax: 712/279-1698	Bonnie Shinn	Notified by Fax: 1712/2791698 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
10	Broadcast Education Association 1771 N Street NW Washington District of Columbia Phone: 202/429-5354 Fax:	Louisa A Nielsen	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
11	Buena Vista University 610 W. Fourth St Storm Lake Iowa 50588 Phone: 712/749-2440 Fax: 712/749-2036	Carol Lytle	Notified by Fax: 1712/7492036 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
12	Central College 812 University Pella Iowa 50219 Phone: 641/628-5271 Fax: 641/628-5338	Pat Joachim Kitzman	Notified by Fax: 1641/6285338 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
13	Chicago State University 9501 South ML King Drive Chicago Illinois 60628 Phone: 773/995-2327 Fax: 773/995-2477	Olive Waugh	Notified by Fax: 1773/9952477 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
14	Clarke College 1550 Clarke Drive Dubuque Iowa 52001 Phone: 563/588-6302 Fax: 563/588-8173	Mary Russell	Notified by Fax: 1563/5888173 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
15	Coe College 1220 1st Avenue NE Cedar Rapids Iowa 52402 Phone: 319/399-8844 Fax: 319/399-8503	Diane Rae Patten	Notified by Fax: 1319/3998503 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
16	Columbia College 600 S. Michigan Avenue Chicago Illinois 60605 Phone: 312/344-7281 Fax: 312/344-8020	Matt Green	Notified by Fax: 1312/3448020 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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17	Department of Veterans Affairs Camp Dodge Bldg. A6A Johnston Iowa Phone: 515/242-5331	Patrick Palmersheim	Notified by Fax: 1515/2425559 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
18	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny Iowa 50021 Phone: 515/964-6463	Dave Reimers	Notified by Fax: 1515/9657158 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
19	Des Moines Community College 1125 Hancock Dr Boone Iowa 50036 Phone: 515-432-7206 Fax: 1---	N L Moeller	Notified by Fax: Notified by Email: nlmoeller@dmacc.edu	Notification Date: 09/12/2007 Prong 2: NO
20	Division of Persons With Disabilities Lucas State Office Building Des Moines Iowa 50319 Phone: 515/242-6334 Fax: 515/242-6119	Jill Fulitano	Notified by Fax: 1515/2426119 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
21	DMACC - Des Moines/Urban Campus 1100 7th St Des Moines Iowa 50314 Phone: 515/248-7211 Fax: 515/248-7530	Mary K Moore	Notified by Fax: 1515/2487530 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
22	Drake University 2507 University Ave Des Moines Iowa Phone: 515/271-3721 Fax: 515/271-2376	Debra Setterdahl	Notified by Fax: 1515/2712376 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
23	Foundation for Minority Interests in Media 1299 Pennsylvania Ave Washington District of Columbia 20004 Phone: 202/637-4494	Phylis A Eagle-Oldson	Notified by Fax: 1202/6374495 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
24	Grand View College 1200 Grandview Avenue Des Moines Iowa 50316 Phone: 515/263-2888 Fax: 515/263-2824	Dr. James V Arthur	Notified by Fax: 1515/2632824 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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25	Grinnell College 1127 Park St Grinnell Iowa 50112 Phone: 6412/269-4940 Fax:	Valorie Larsson	Notified by Fax: Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
26	Hamilton College - Cedar Rapids 2302 First St Cedar Rapids Iowa 50613 Phone: 319/277-0220 Fax:	Lisa K Smith	Notified by Fax: Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
27	Hamilton College - Des Moines 4655 121st St Des Moines Iowa 50323 Phone: 515/727-2100 Fax: 515/727-2115	Lori Gelhaar	Notified by Fax: 1515/7272115 Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
28	Hawkeye Community College 1502 E. Orange Rd Waterloo Iowa Phone: 319/296-2320 Fax: 319/296-1028	Ruben Carrion	Notified by Fax: 1319/2961028 Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
29	IA Commission on the Status of Women Lucas State Office Building Des Moines Iowa 50319 Phone: 515/281-4461 Fax: 515/242-6119	Charlotte Nelson	Notified by Fax: 1515/2426119 Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
30	IA Division of the Status of African Americans Lucas State Office Building Des Moines Iowa 50319 Phone: 515/281-3274	Kimberly Baxter	Notified by Fax: 1515/2426119 Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
31	Illinois State University 185 Student Services Building Normal Illinois Phone: 309/438-2200 Fax:	Michael Schermer	Notified by Fax: Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
32	Iowa Broadcasters Assoc PO Box 71186 Des Moines Iowa 50325 Phone: 515-224-7237 Fax: 1---	Web Master	Notified by Fax: Notified by Email: webmaster@iowabroadcasters.com Notification Date: 09/12/2007 Prong 2: NO

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33	Iowa Central Community College 330 Avenue M Fort Dodge Iowa 50501 Phone: 515/576-0099 Fax: 515/576-7724	Sara Condon	Notified by Fax: 1515/5767724 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
34	Iowa Division of Latino Affairs Lucas State Office Building Des Moines Iowa 50319 Phone: 515/281-4080 Fax: 515/242-6119	John Paul	Notified by Fax: 1515/2426119 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
35	Iowa Lakes Community College-Emmetsburg 3200 Lakes Community College Emmetsburg Iowa 50536 Phone: 712/362-7990	Diana Refsell	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
36	Iowa Lakes Community College-Estherville 300 South 18th St Estherville Iowa 51334 Phone: 712/362-7926	Linda Wiegman	Notified by Fax: 1712/3625970 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
37	Iowa State University 0570 Beardshear Hall Ames Iowa Phone: 515/294-9490 Fax: 515/294-8697	Beverly Madde	Notified by Fax: 1515/2948697 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
38	Iowa Wesleyan College 601 N. Main St Mt. Pleasant Iowa 52641 Phone: 319/385-8021 Fax:	Jeremy Reed	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
39	Iowa Western Community College 2700 College Road Council Bluffs Iowa 51502 Phone: 712/325-3200 Fax: 712/325-3720	Hugh Irwin	Notified by Fax: 1712/3253720 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
40	Iowa Workforce 430 East Grand Ave Des Moines Iowa 50309-1920 Phone: 515-281-9600 Fax: 1-515-232-0299	Helen Bergman	Notified by Fax: 15152320299 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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41	Iowa Workforce Development 1000 East Grand Des Moines Iowa Phone: 515/281-9619 Fax: 515/281-9640	Erv Feh	Notified by Fax: 1515/2819640 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
42	Jackson State University 1400 John R. Lynch St. Jackson Mississippi Phone: 601/976-2477 Fax: 601/979-3948	Lavenita Cottrell	Notified by Fax: 1601/9792816 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
43	KDPS-FM (Des Moines Public Schools) Central Campus 1800 Grand Ave. Des Moines Iowa 50309 Phone: 515/242-7723 Fax: 515/243-7598	Bill Springer	Notified by Fax: 1515/2437598 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
44	Latino Americano El Centro 221 E. 4th St Suite 111 Waterloo Iowa 50703 Phone: 319/287-6400	Ruben Arce	Notified by Fax: 1319/2368240 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
45	Loras College 1450 Alta Vista St. Dubuque Iowa 52004 Phone: 563/588-7922 Fax: 563/588-7371	Bobbi Martin	Notified by Fax: 1563/5887371 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
46	Luther College 700 College Dr. Decorah Iowa Phone: 563/387-1025 Fax: 563/387-2158	Mark Peltz	Notified by Fax: 1563/3872158 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
47	Martin L. King Jr Center 515 Beach St. Waterloo Iowa 50703 Phone: 319/234-7543 Fax: 319/235-7287	Gloria Stigler	Notified by Fax: 1319/2357287 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
48	Minorities in Broadcasting Training Program P.O. Box 39696 Los Angeles California 90039 Phone: 818/240-3362	Patrice Williams	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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49	Morningside College 1501 Morningside Ave Sioux City Iowa 51106 Phone: 712/274-5000 Fax: 712/274-5101	Wendy Stevenson	Notified by Fax: 1712/2745101 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
50	NAACP 105 Vermont Ave. NW Washington District of Columbia 20005 Phone: 208/375-3664 Fax: 208/344-6314	John Crosby	Notified by Fax: 1208/3446314 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
51	NAACP & Community Resource Center 1134 9th St. SE Cedar Rapids Iowa 52401 Phone: 319/365-9482 Fax: 319/365-9482	J. Rusell Lowe	Notified by Fax: 1319/3659482 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
52	National Association of Black Journalists 8701-A Adelphi Rd. Adelphi Maryland Phone: 301/445-7100 Fax: 301/445-7101	Tanjie Newborn	Notified by Fax: 1301/4457101 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
53	National Association of Hispanic Journalists 529 14th St., Suite 1000 Washington District of Columbia	Ivan Roman	Notified by Fax: 1202/6627144 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
54	Northwestern College 208 8th St.. SW Orange City Iowa 51041 Phone: 712/707-7225 Fax: 712/707-7404	Bill Minnick	Notified by Fax: 1712/7077404 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
55	Northwestern University 630 Lincoln St. Evanston Illinois 60208 Phone: 847/491-5786 Fax:	Lonnie Dunlap	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
56	NRG Media 2875 Mount Vernon Rd SE Cedar Rapids Iowa 52403 Phone: 319-398-8106 Fax: 1---	Jessica Link	Notified by Fax: Notified by Email: jlink@nrgmedia.com	Notification Date: 09/12/2007 Prong 2: NO

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57	Scott Community College 500 Belmont Rd. Bettendorf Iowa 52722 Phone: 563/441-4020 Fax: 563/441-4204	Rochelle Carlson	Notified by Fax: 1563/4414204 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
58	Simpson College 701 N. C St Indianola Iowa 50125 Phone: 515/961-1530 Fax: 515-961-1674	Denice Ross Haynes	Notified by Fax: 15159611674 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
59	Southwest Wisconsin Technical College 1800 Bronson Fennimore Wisconsin 53809 Phone: 800-362-3322 Fax:	Sheila Marten	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
60	St Ambrose University Davenport Iowa 52803 Phone: 563/333-6300 Fax: 563/333-6248 Email:	Jennifer Timmons	Notified by Fax: 1563/3336248 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
61	Truman State University 100 E. Normal Kirksville Missouri 63501 Phone: 660/785-4353 Fax: 660/785-4366	Jan Fishback	Notified by Fax: 1660/7854366 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
62	TV Jobs.com P.O. Box 4116 Oceanside California Phone: 877-988-9808 Fax:	Mark C Holloway	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
63	UNI-CUE 800 Sycamore St. Waterloo Iowa 50703 Phone: 319-433-1220 Fax: 1-319-433-0160	Karen McNeil	Notified by Fax: 13194330160 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
64	University of Dubuque 2000 University Dubuque Iowa 52001 Phone: NA Fax:	Deb Clarke	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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65	University of Iowa 24 Phillips Hall Iowa City Iowa 52242 Phone: 319/335-1023 Fax: 319/335-1029	David Baumgartner	Notified by Fax: 1319/3351029 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
66	University of Missouri 909 Lowry Mill Columbia Missouri Phone: 573/882-6801 Fax: 573/882-5440	Joseph Johnston	Notified by Fax: 1573/8825440 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
67	University of Northern Iowa SSC #19 Cedar Falls Iowa Phone: 319-273-6857 Fax: 1-319-273-6998	Sandra K Hoy	Notified by Fax: 13192736998 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
68	UNIVERSITY OF NORTHERN IOWA EAST BARTLETT 214 CEDAR RAPIDS Iowa 50614-0384 Phone: 319-273-2061 Fax: 1-319-273-6998	Kris Peterson	Notified by Fax: 13192736998 Notified by Email: careercenter@uni.edu	Notification Date: 09/12/2007 Prong 2: NO
69	University of Wisconsin Platteville 1 University Plaza Platteville Wisconsin Phone: 608/342-1033 Fax: 608/342-1508	Helen Reynolds Hadorn	Notified by Fax: 1608/3421508 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
70	Urban Dreams 1410 6th Ave. Des Moines Iowa 50314 Phone: 515/288-4742 Fax: 515/284-5886	Wayne Ford	Notified by Fax: 1515/2845886 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
71	Wartburg College 100 Wartburg Blvd. Waverly Iowa 50677 Phone: 319/352-8425 Fax: 319/352-8365	Derek Solheim	Notified by Fax: 1319/3528365 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
72	William Penn University 201 Trueblood Ave. Oskaloosa Iowa 52577 Phone: 641/673-1045 Fax: 641/673-1049	Marsha Riordan	Notified by Fax: 1641/6731049 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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Account Executive (EEO1SOURCE Tracking Number: 4296)

Notifications sent to agencies below were identical for Fax or e-mail notifications. A copy of this is shown below:

To:
All recruiting agencies listed in the report below.

Date: 09/12/2007

From: New Job Listing from Boone

Title: Account Executive

Description:

Sales people who take care of business from start to finish - we want you! KWBG AM1590 in Boone, Iowa is looking to expand our sales staff. You get to fill your wallet with sales commissions, satisfy the creator in you by writing and producing ads and have influence over the buying habits of all of Boone County. We are the definition of small market radio, because you get to do it all: write, produce, sell, get involved with the community!

Salary:

Experience:

Sales

Requirements:

Write, produce, sell

Additional Requirements:

Contact:

Contact Carol Kuster, General Manager, KWGB AM 1590, via e-mail: kcuster@nrgmedia.com

City: Boone State: IA

Zip: 50036

URL:

Job Posted by an Equal Opportunity Employer

**** IMPORTANT ****

This fax or email has been sent using the services provided by LITERA Consulting. If you do not want to receive future fax or email or want to change your receiving details, please contact Aleta VanNatta (email: avannatta@nrgmedia.com)

No: Name:

Contact Name:

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1	National Association of Broadcasters 1200 Commercial Street Emporia Kansas 66801 Phone: 620-341-5407 Fax: 1-620-341-5168	Alex Hitz Sanchez	Notified by Fax: 1202/4295343 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
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2	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines Iowa Phone: 515/287-1555	Gay-Ellen Fisher	Notified by Fax: 1515/2871787 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
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3	Affirmative Action Register 8356 Olive Blvd St. Louis Missouri 63132 Phone: 314/991-1335 Fax: 314/997-1788	Joyce R Green	Notified by Fax: 1314/9971788 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
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4	American Institute of Business 2500 Fleur Drive Des Moines Iowa Phone: 515/244-4221 Fax: 515/288-4366	Carrie Blackburn	Notified by Fax: 1515/2884366 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
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5	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean Virginia 22102 Phone: 703/506-3290	Maria E Brennan	Notified by Fax: 1703/5063266 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
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6	Augustana College 639 38th St Rock Island Illinois 61201 Phone: 309/794-7339 Fax: 309/794-3369	Kristi Gimel Becker	Notified by Fax: 1309/7943369 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
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7	Black Broadcasters Alliance 711 W.40th St Suite 330 Baltimore Maryland 21211 Phone: 410/662-4536	Eddie Edwards	Notified by Fax: 1410/6620186 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
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8	Blackhawk College 6600 34th Avenue Moline Illinois 61265 Phone: 309/797-7138 Fax:	Mary Jo Curless	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
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9	Briar Cliff University 3303 Rebecca Sioux City Iowa 51104 Phone: 712/279-5455 Fax: 712/279-1698	Bonnie Shinn	Notified by Fax: 1712/2791698 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
10	Broadcast Education Association 1771 N Street NW Washington District of Columbia Phone: 202/429-5354 Fax:	Louisa A Nielsen	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
11	Buena Vista University 610 W. Fourth St Storm Lake Iowa 50588 Phone: 712/749-2440 Fax: 712/749-2036	Carol Lytle	Notified by Fax: 1712/7492036 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
12	Central College 812 University Pella Iowa 50219 Phone: 641/628-5271 Fax: 641/628-5338	Pat Joachim Kitzman	Notified by Fax: 1641/6285338 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
13	Chicago State University 9501 South ML King Drive Chicago Illinois 60628 Phone: 773/995-2327 Fax: 773/995-2477	Olive Waugh	Notified by Fax: 1773/9952477 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
14	Clarke College 1550 Clarke Drive Dubuque Iowa 52001 Phone: 563/588-6302 Fax: 563/588-8173	Mary Russell	Notified by Fax: 1563/5888173 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
15	Coe College 1220 1st Avenue NE Cedar Rapids Iowa 52402 Phone: 319/399-8844 Fax: 319/399-8503	Diane Rae Patten	Notified by Fax: 1319/3998503 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
16	Columbia College 600 S. Michigan Avenue Chicago Illinois 60605 Phone: 312/344-7281 Fax: 312/344-8020	Matt Green	Notified by Fax: 1312/3448020 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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17	Department of Veterans Affairs Camp Dodge Bldg. A6A Johnston Iowa Phone: 515/242-5331	Patrick Palmersheim	Notified by Fax: 1515/2425559 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
18	Des Moines Area Community College 2006 S. Ankeny Blvd Bldg #1 Ankeny Iowa 50021 Phone: 515/964-6463	Dave Reimers	Notified by Fax: 1515/9657158 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
19	Des Moines Community College 1125 Hancock Dr Boone Iowa 50036 Phone: 515-432-7206 Fax: 1---	N L Moeller	Notified by Fax: Notified by Email: nlmoeller@dmacc.edu	Notification Date: 03/13/2008 Prong 2: NO
20	Division of Persons With Disabilities Lucas State Office Building Des Moines Iowa 50319 Phone: 515/242-6334 Fax: 515/242-6119	Jill Fulitano	Notified by Fax: 1515/2426119 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
21	DMACC - Des Moines/Urban Campus 1100 7th St Des Moines Iowa 50314 Phone: 515/248-7211 Fax: 515/248-7530	Mary K Moore	Notified by Fax: 1515/2487530 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
22	Drake University 2507 University Ave Des Moines Iowa Phone: 515/271-3721 Fax: 515/271-2376	Debra Setterdahl	Notified by Fax: 1515/2712376 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
23	Foundation for Minority Interests in Media 1299 Pennsylvania Ave Washington District of Columbia 20004 Phone: 202/637-4494	Phylis A Eagle-Oldson	Notified by Fax: 1202/6374495 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
24	Grand View College 1200 Grandview Avenue Des Moines Iowa 50316 Phone: 515/263-2888 Fax: 515/263-2824	Dr. James V Arthur	Notified by Fax: 1515/2632824 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO

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25	Grinnell College 1127 Park St Grinnell Iowa 50112 Phone: 6412/269-4940 Fax:	Valorie Larsson	Notified by Fax: Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
26	Hamilton College - Cedar Rapids 2302 First St Cedar Rapids Iowa 50613 Phone: 319/277-0220 Fax:	Lisa K Smith	Notified by Fax: Notified by Email: Notification Date: 03/13/2008 Prong 2: NO
27	Hamilton College - Des Moines 4655 121st St Des Moines Iowa 50323 Phone: 515/727-2100 Fax: 515/727-2115	Lori Gelhaar	Notified by Fax: 1515/7272115 Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
28	Hawkeye Community College 1502 E. Orange Rd Waterloo Iowa Phone: 319/296-2320 Fax: 319/296-1028	Ruben Carrion	Notified by Fax: 1319/2961028 Notified by Email: Notification Date: 03/13/2008 Prong 2: NO
29	IA Commission on the Status of Women Lucas State Office Building Des Moines Iowa 50319 Phone: 515/281-4461 Fax: 515/242-6119	Charlotte Nelson	Notified by Fax: 1515/2426119 Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
30	IA Division of the Status of African Americans Lucas State Office Building Des Moines Iowa 50319 Phone: 515/281-3274	Kimberly Baxter	Notified by Fax: 1515/2426119 Notified by Email: Notification Date: 03/13/2008 Prong 2: NO
31	Illinois State University 185 Student Services Building Normal Illinois Phone: 309/438-2200 Fax:	Michael Schermer	Notified by Fax: Notified by Email: Notification Date: 09/12/2007 Prong 2: NO
32	Iowa Broadcasters Assoc PO Box 71186 Des Moines Iowa 50325 Phone: 515-224-7237 Fax: 1---	Web Master	Notified by Fax: Notified by Email: webmaster@iowabroadcasters.com Notification Date: 03/13/2008 Prong 2: NO

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33	Iowa Central Community College 330 Avenue M Fort Dodge Iowa 50501 Phone: 515/576-0099 Fax: 515/576-7724	Sara Condon	Notified by Fax: 1515/5767724 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
34	Iowa Division of Latino Affairs Lucas State Office Building Des Moines Iowa 50319 Phone: 515/281-4080 Fax: 515/242-6119	John Paul	Notified by Fax: 1515/2426119 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
35	Iowa Lakes Community College-Emmetsburg 3200 Lakes Community College Emmetsburg Iowa 50536 Phone: 712/362-7990	Diana Refsell	Notified by Fax: Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
36	Iowa Lakes Community College-Estherville 300 South 18th St Estherville Iowa 51334 Phone: 712/362-7926	Linda Wiegman	Notified by Fax: 1712/3625970 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
37	Iowa State University 0570 Beardshear Hall Ames Iowa Phone: 515/294-9490 Fax: 515/294-8697	Beverly Madde	Notified by Fax: 1515/2948697 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
38	Iowa Wesleyan College 601 N. Main St Mt. Pleasant Iowa 52641 Phone: 319/385-8021 Fax:	Jeremy Reed	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
39	Iowa Western Community College 2700 College Road Council Bluffs Iowa 51502 Phone: 712/325-3200 Fax: 712/325-3720	Hugh Irwin	Notified by Fax: 1712/3253720 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
40	Iowa Workforce 430 East Grand Ave Des Moines Iowa 50309-1920 Phone: 515-281-9600 Fax: 1-515-232-0299	Helen Bergman	Notified by Fax: 15152320299 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO

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41	Iowa Workforce Development 1000 East Grand Des Moines Iowa Phone: 515/281-9619 Fax: 515/281-9640	Erv Feh	Notified by Fax: 1515/2819640 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
42	Jackson State University 1400 John R. Lynch St. Jackson Mississippi Phone: 601/976-2477 Fax: 601/979-3948	Lavenita Cottrell	Notified by Fax: 1601/9792816 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
43	KDPS-FM (Des Moines Public Schools) Central Campus 1800 Grand Ave. Des Moines Iowa 50309 Phone: 515/242-7723 Fax: 515/243-7598	Bill Springer	Notified by Fax: 1515/2437598 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
44	Latino Americano El Centro 221 E. 4th St Suite 111 Waterloo Iowa 50703 Phone: 319/287-6400	Ruben Arce	Notified by Fax: 1319/2368240 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
45	Loras College 1450 Alta Vista St. Dubuque Iowa 52004 Phone: 563/588-7922 Fax: 563/588-7371	Bobbi Martin	Notified by Fax: 1563/5887371 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
46	Luther College 700 College Dr. Decorah Iowa Phone: 563/387-1025 Fax: 563/387-2158	Mark Peltz	Notified by Fax: 1563/3872158 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
47	Martin L. King Jr Center 515 Beach St. Waterloo Iowa 50703 Phone: 319/234-7543 Fax: 319/235-7287	Gloria Stigler	Notified by Fax: 1319/2357287 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
48	Minorities in Broadcasting Training Program P.O. Box 39696 Los Angeles California 90039 Phone: 818/240-3362	Patrice Williams	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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49	Morningside College 1501 Morningside Ave Sioux City Iowa 51106 Phone: 712/274-5000 Fax: 712/274-5101	Wendy Stevenson	Notified by Fax: 1712/2745101 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
50	NAACP 105 Vermont Ave. NW Washington District of Columbia 20005 Phone: 208/375-3664 Fax: 208/344-6314	John Crosby	Notified by Fax: 1208/3446314 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
51	NAACP & Community Resource Center 1134 9th St. SE Cedar Rapids Iowa 52401 Phone: 319/365-9482 Fax: 319/365-9482	J. Rusell Lowe	Notified by Fax: 1319/3659482 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
52	National Association of Black Journalists 8701-A Adelphi Rd. Adelphi Maryland Phone: 301/445-7100 Fax: 301/445-7101	Tanjie Newborn	Notified by Fax: 1301/4457101 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
53	National Association of Hispanic Journalists 529 14th St., Suite 1000 Washington District of Columbia	Ivan Roman	Notified by Fax: 1202/6627144 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
54	Northwestern College 208 8th St.. SW Orange City Iowa 51041 Phone: 712/707-7225 Fax: 712/707-7404	Bill Minnick	Notified by Fax: 1712/7077404 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
55	Northwestern University 630 Lincoln St. Evanston Illinois 60208 Phone: 847/491-5786 Fax:	Lonnie Dunlap	Notified by Fax: Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
56	NRG Media 2875 Mount Vernon Rd SE Cedar Rapids Iowa 52403 Phone: 319-398-8106 Fax: 1---	Jessica Link	Notified by Fax: Notified by Email: jlink@nrgmedia.com	Notification Date: 03/13/2008 Prong 2: NO

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57	Scott Community College 500 Belmont Rd. Bettendorf Iowa 52722 Phone: 563/441-4020 Fax: 563/441-4204	Rochelle Carlson	Notified by Fax: 1563/4414204 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
58	Simpson College 701 N. C St Indianola Iowa 50125 Phone: 515/961-1530 Fax: 515-961-1674	Denice Ross Haynes	Notified by Fax: 15159611674 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
59	Southwest Wisconsin Technical College 1800 Bronson Fennimore Wisconsin 53809 Phone: 800-362-3322 Fax:	Sheila Marten	Notified by Fax: Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
60	St Ambrose University Davenport Iowa 52803 Phone: 563/333-6300 Fax: 563/333-6248 Email:	Jennifer Timmons	Notified by Fax: 1563/3336248 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
61	Truman State University 100 E. Normal Kirksville Missouri 63501 Phone: 660/785-4353 Fax: 660/785-4366	Jan Fishback	Notified by Fax: 1660/7854366 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
62	TV Jobs.com P.O. Box 4116 Oceanside California Phone: 877-988-9808 Fax:	Mark C Holloway	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
63	UNI-CUE 800 Sycamore St. Waterloo Iowa 50703 Phone: 319-433-1220 Fax: 1-319-433-0160	Karen McNeil	Notified by Fax: 13194330160 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
64	University of Dubuque 2000 University Dubuque Iowa 52001 Phone: NA Fax:	Deb Clarke	Notified by Fax: Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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65	University of Iowa 24 Phillips Hall Iowa City Iowa 52242 Phone: 319/335-1023 Fax: 319/335-1029	David Baumgartner	Notified by Fax: 1319/3351029 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
66	University of Missouri 909 Lowry Mill Columbia Missouri Phone: 573/882-6801 Fax: 573/882-5440	Joseph Johnston	Notified by Fax: 1573/8825440 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
67	University of Northern Iowa SSC #19 Cedar Falls Iowa Phone: 319-273-6857 Fax: 1-319-273-6998	Sandra K Hoy	Notified by Fax: 13192736998 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
68	UNIVERSITY OF NORTHERN IOWA EAST BARTLETT 214 CEDAR RAPIDS Iowa 50614-0384 Phone: 319-273-2061 Fax: 1-319-273-6998	Kris Peterson	Notified by Fax: 13192736998 Notified by Email: careercenter@uni.edu	Notification Date: 03/13/2008 Prong 2: NO
69	University of Northern Iowa SSC #19 Cedar Falls Iowa Phone: 319-273-6857 Fax: 1-319-273-6998	Sandra K Hoy	Notified by Fax: 13192736998 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
70	University of Wisconsin Platteville 1 University Plaza Platteville Wisconsin Phone: 608/342-1033 Fax: 608/342-1508	Helen Reynolds Hadorn	Notified by Fax: 1608/3421508 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO
71	Urban Dreams 1410 6th Ave. Des Moines Iowa 50314 Phone: 515/288-4742 Fax: 515/284-5886	Wayne Ford	Notified by Fax: 1515/2845886 Notified by Email:	Notification Date: 03/13/2008 Prong 2: NO
72	Wartburg College 100 Wartburg Blvd. Waverly Iowa 50677 Phone: 319/352-8425 Fax: 319/352-8365	Derek Solheim	Notified by Fax: 1319/3528365 Notified by Email:	Notification Date: 09/12/2007 Prong 2: NO

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73	William Penn University 201 Trueblood Ave. Oskaloosa Iowa 52577 Phone: 641/673-1045 Fax: 641/673-1049	Marsha Riordan	Notified by Fax: 1641/6731049 Notified by Email:	Notification Date: 03/13/2008	Prong 2: NO
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Non-Fax Prong 1 Outreach Efforts

No:	Category:	Name:	Date:	Description:
	ON AIR ANNOUNCEMENTS	KWBG	03/13/2008	Started radio ad March 7, 2008 for sales person. (1) 30 second ad (Contract 3577)

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Appendix 3

Recruitment Sources Used

Date: 9/29/2008

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Job #:	Job Title:	Date Filled:	Recruitment Source:	Prong 2:	Contact Details:
4295	Business Manager	11/7/2007	Boone News Republican	NO	
4296	Account Executive	5/12/2008	KWBG on air announcement	NO	

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Appendix 4

Total Number of Persons Interviewed for Full-Time Vacancies

Annual EEO Public Report Form Covering the Period from 10/01/2007 to 09/30/2008

Yearly Period Beginning: 10/01/2007 Ending: 09/30/2008

Recruitment Source:	Total Referred:
family member	1
Iowa Workforce	1
Boone News Republican	2
KWBG on air announcement	2
<hr/>	
Total Number of Persons Interviewed for Full-Time Vacancies:	6

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Summary of Prong 3 Outreach Initiatives

Annual EEO Public Report Form Covering the Period from 10/01/2007 to 09/30/2008

Date:	Activity Type:	No. of Station Participants	Participant Name:	Hiring Authority?	Points:
08/07/2008	Participation in Job Fairs	1	Chuck DuCoty	YES	0.25
Description: Chuck DuCoty, COO, represented NRG Media, LLC, at the Nebraska Broadcasters Association Job Fair.					
06/02/2008	Establishment of an intern program designed to assist members of the community	4	Carol Kuster Ryan Wendt Ben Parsons Brenda Evenson	YES NO NO NO	1
Description: KWBG employed an intern. He worked with Sports Director, Ryan Wendt, to assemble and record sports reports.					
05/07/2008	Participation in Job Fairs	1	Ben Parsons	NO	0.25
Description: Ben Parsons attended the Ogden Middle School Career Day in Ogden, IA on May 7, 2008.					
04/24/2008	Provision of training to management	1	Carol Kuster, GM	YES	1
Description: Vicky Smith, Director of Human Resources, reviewed NRG's handbook policies and provided training on EEO, ADA, discrimination, and sexual harassment.					
04/03/2008	Participation in Job Fairs	2	Carol Kuster Jim Turbes	YES NO	0.25
Description: Participated in Career Fair at Boone High School, Boone, IA. Three hour fair where GM Carol Kuster and News Director Jim Turbes spoke to students about what sort of classes could lead to success in radio.					

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Appendix 5

Summary of Prong 3 Outreach Initiatives

03/27/2008	Participation in other activities designed by the station employment unit	1	Carol Kuster	YES	1
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Description: Carol Kuster provided a tour of the station to the local Boy Scouts. She discussed with them skills required to be in radio and demonstrated some of the basic engineering. Ten people attended.

Total Points: 3.75