

KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM, KDAO-LPTV

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (Annual EEO Report) is to comply with Section 73.2080 of the FCC's EEO Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules: KDAO-FM, Eldora, IA., KTDV-FM, State Center, IA., KDAO-AM, KRFH-FM and KDAO-LPTV, Marshalltown, IA.

The information contained in this Annual EEO Report covers the time period from **September 27th, 2011 to and including September 26th, 2012**(the "**Applicable Period**"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the stations about any new job openings, which are separately identified;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the Applicable Period.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information and summarize the stations' EEO efforts during the Applicable Period. This Annual Report was placed in each station's public inspection file on September 27th, 2012 and posted on the web site for each station, in accordance with the FCC's EEO Rules.

Please note that the numbers listed on Appendix 2 under the column entitled "full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1. For purposes of this Report, a vacancy was deemed "filled" not when the offer was made, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, by telephone or by email.

APPENDIX 1

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2011 TO SEPTEMBER, 26TH, 2012.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KRFH-FM, KTDV-FM AND KDAO-LPTV.

Section 1: Vacancy Information

Full-time Positions

Filled By Job Title and Date Hired

Recruitment Source of Hiree

KDAO-AM/FM/LPTV, KRFH-FM AND KTDV-FM RETURNED TO A STAFFING LEVEL OF FIVE FULL-TIME EMPLOYEES ON JUNE 20TH, 2012 AND IS AGAIN SUBJECT TO ALL E.E.O. OUTREACH REQUIREMENTS. DURING THIS REPORTING PERIOD THERE WERE NO HIRES OR INTERVIEWS WHILE THE EMPLOYMENT UNIT'S STAFFING WAS AT FIVE OR MORE FULL-TIME EMPLOYEES.

APPENDIX 2

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2011 TO SEPTEMBER 26TH, 2012.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KRFH-FM, KTDV-FM AND KDAO-LPTV.

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APPENDIX 3

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2011 TO SEPTEMBER 26TH, 2012.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KRFH-FM, KTDV-FM AND KDAO-LPTV.

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-LPTV:

KDAO FM/AM/LPTV, KRFH-FM AND KTDV-FM HAVE ACHIEVED BROAD
OUTREACH THROUGH THE FOLLOWING ACTIONS:

1. KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM co-sponsored a job fair with Marshalltown Community College/Iowa Valley Continuing Education. This job fair was held on April 4th, 2012. All management personnel of KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM, specifically Mark Osmundson and John Wirkler, participated in the planning sessions and decision making processes for this job fair. KDAO AM/FM, KRFH-FM and KTDV-FM also donated over fifteen hours of combined air time to promoting this event to encourage employees to have booths at the job fair and the general public to attend the job fair. KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM also staffed a booth at the job fair to make those in attendance aware of positions available at KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM. We also answered questions about job opportunities in radio and television. In all, Mr. Osmundson, visited with 15 people about positions at KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM as well as careers in radio and television in general.
2. C.E.O. and General Manager of KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM, Mark Osmundson, actively participates in the Iowa Broadcasters Association Scholarship Program. This year two students in the University of Northern Iowa Electronic Media Studies program received \$4,000 scholarships to continue their education at that school. Mr. Osmundson was on the panel that decided on the successful candidates to receive the scholarships.
3. KDAO AM/FM, KRFH-FM and KTDV-FM have broadcast over two hundred, 30 second announcements during the period covered by this report alerting groups wishing to be notified about job openings at KDAO FM/AM/LPTV, KRFH-FM and KTDV-FM to contact the stations to be put on a notification list.
4. KDAO FM/AM/LPTV, KRFH-FM and KTDV-FM Station Manager, John Wirkler, participated in two E.E.O. compliance training programs in 2012. One was conducted by the Broadcasting Conclave on April 25th, 2012. The second was conducted by the National Broadcasters' Association on June 5th, 2012.

APPENDIX 3 (continued)

5. C.E.O. and General Manager of KDAO-AM/FM/LPTV, KRFH-FM and KTDV-FM, Mark Osmundson, as well as KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM Station Manager, John Wirkler, are members of the advisory panel for the Broadcasting and Mass Media Studies department at Marshalltown Community College. This panel advises the college on how to improve its training and attract a diverse student base to this area of study at the college.