

KDAO-FM, KDAO-AM, 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., KDAO-AM, KTDV-FM and KDAO-LPTV, Marshalltown, IA.

The information contained in this Annual EEO Report covers the time period from **September 27th, 2009 to and including September 26th, 2010**(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, 2010 and posted on the stations' web site, 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 accepted, 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, 2009 TO SEPTEMBER, 26TH, 2010.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KTDV-FM AND KDAO-LPTV.

Section 1: Vacancy Information

Full-time Positions

Filled By Job Title and Date Hired

Recruitment Source of Hiree

- | | |
|---|---------------------------------------|
| 1. Morning show host 12/3/09
for KDAO-FM | Brown College, Mendota Heights, MN. |
| 2. Afternoon show host 2/17/10
for KDAO-FM | Brown College, Mendota Heights, MN. |
| 3. Account Executive position 7/13/10
for KDAO-AM/FM/LPTV and
KTDV-FM | Personal phone inquiry by interviewee |
| 4. Account Executive
for KDAO-AM/FM/LPTV
and KTDV-FM | Position currently unfilled |
| 5. Radio show host
for KDAO-FM | Position currently unfilled |

Total Number of Persons Interviewed During Applicable Period: **36**

APPENDIX 2

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2009 TO SEPTEMBER 26TH, 2010.**
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KTDV-FM AND KDAO-LPTV.

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
BROWN COLLEGE KAROL BAUMEISTER 1440 NORTHLAND DRIVE MENDOTA HEIGHTS, MN. 55120 PHONE: 651-905-3499 (3400 is the main number) FAX: 651-905-3550 EMAIL: kbaumeister@browncollege.edu	18	Positions 1, 2, 3, & 5
MARSHALLTOWN COMMUNITY COLLEGE SANDY SUPIANOSKI 3700 SOUTH CENTER STREET MARSHALLTOWN, IA. 50158 PHONE: 641-752-7106 FAX: 641-754-1343	6	All Positions
IOWA ASSOCIATION OF BROADCASTERS WEBSITE www.iowabroadcasters.com SUE TOMA P.O. BOX 71186 DES MOINES, IA. 50325 PHONE: 515-224-7237 FAX: 515-224-6560 EMAIL: iowaiba@dwx.com	7	All Positions

APPENDIX 2 (continued)

Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
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BROADCAST CENTER JOHN CARROLL 2360 HAMPTON AVE. ST. LOUIS, MO. 63139 PHONE: 314-647-8181 FAX: 314-647-1575 EMAIL: placement@broadcastcenterinfo.com WEBSITE: www.broadcastcenterinfo.com	0	Position 1
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M.C.C. JOB FAIR MARSHALLTOWN, IA.	2	Position 3
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PERSONAL PHONE INQUIRY BY INTERVIEWEE	1	Position 3
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RESIDENT OF CITY OF LICENSE OF KDAO-FM, ELDORA, IOWA	1	Position 4
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INTERVIEW FROM PREVIOUS JOB OPENING	1	Position 3
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APPENDIX 3

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2009 TO SEPTEMBER 26TH, 2010.**
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KTDV-FM AND KDAO-LPTV.

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

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

1. KDAO FM/AM/LPTV and KTDV-FM co-sponsored a job fair with Marshalltown Community College/Iowa Valley Continuing Education. This job fair was held on April 7th, 2010. All management personnel of KDAO FM/AM/LPTV and KTDV-FM, specifically Mark Osmundson and John Wirkler participated in the planning sessions and decision making processes for this job fair. KDAO FM/AM and KTDV-FM also donated over nineteen 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 FM/AM/LPTV and KTDV-FM also staffed a booth at the job fair to make those in attendance aware of positions available at KDAO FM/AM/LPTV and KTDV-FM. We also answered questions about job opportunities in Radio and TV. In all, Mr. Osmundson and Mr. Wirkler visited with 15 people about positions at KDAO FM/AM/LPTV and KTDV-FM as well as careers in radio and television in general.
2. Mark Osmundson, President and General Manager of KDAO FM/AM/LPTV and KTDV-FM, actively participates in the Iowa Broadcasters Association Scholarship Program. This year this program provided scholarships to qualified students through the Quarton-McElroy/IBA Endowment Fund. Mr. Osmundson, serves on the Board of Directors of the Fund as well as the Scholarship Judging Committee, thus helping to make the decisions about the way the Fund is operated and in determining the winners of the scholarships. Two students from the University of Northern Iowa Electronic Media Studies program received \$4,000 scholarships to continue their education at that school. In 2009, the Endowment Fund provided \$4,000 to support communications programs at each of five Community Colleges in Iowa for a total of \$20,000..
3. KDAO FM/AM AND KDTV-FM have broadcast over one hundred-fifty 30 second announcements during the period covered by this report alerting groups wishing to be notified about job openings at KDAO FM/AM/LPTV and KDTV-FM to contact the stations to be put on a notification list.

APPENDIX 3 (continued)

4. On KDAO FM/AM/LPTV and KTDV-FM Station Manager, John Wirkler, attended an E.E.O. training session at the Iowa Broadcasters' Association's Summer Convention in Des Moines, Iowa, conducted by David Oxenford, Esq., of the Davis, Wright, Tremaine, LLP. law firm.

5. Mark Osmundson, President and General Manager of KDAO-FM/AM/LPTV and KTDV-FM, is a member 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.