

# **KDAO-FM, KDAO-AM, KTDV-FM, KRFH-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 27<sup>th</sup>, 2013 to and including September 26<sup>th</sup>, 2014**(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;
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 27<sup>th</sup>, 2014 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 extended, 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 27<sup>th</sup>, 2013 TO SEPTEMBER 26<sup>TH</sup>, 2014**. 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**

- |   |                                  |
|---|----------------------------------|
| 1. Morning Show Host for KDAO-FM<br>Position filled on 5/15/14    | Staff promotion                  |
| 2. Afternoon Show Host for KDAO-FM.<br>Position filled on 5/15/14 | Illinois Center For Broadcasting |

Total Number of Persons Interviewed During Applicable Period:   7

## **APPENDIX 2**

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **SEPTEMBER 27<sup>th</sup>, 2013 TO SEPTEMBER 26<sup>TH</sup>, 2014**. STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-LPTV.

### **Section 2: Recruitment Source Information**

<b>Recruitment Source</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
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IOWA ASSOCIATION OF BROADCASTERS WEBSITE <a href="http://www.iowabroadcasters.com">www.iowabroadcasters.com</a> SUE TOMA P.O. BOX 71186 DES MOINES, IA. 50325 PHONE: 515-224-7237	3	<b>ALL POSITIONS</b>
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SANDFORD-BROWN COLLEGE MARY LEPP 1345 MENDOATA HEIGHTS ROAD MENDOTA HEIGHTS, MN. 55120 PHONE: 651-905-3402	1	<b>ALL POSITIONS</b>
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ILLINOIS CENTER FOR BROADCASTING 455 EISENHOWER LANE SOUTH, SUITE 200, LOMBARD, IL. 60148 CARL JACKSON---JOB PLACEMENT DIRECTOR 630-916-1700	2	<b>ALL POSITIONS</b>
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BROADCAST CENTER 2360 HAMPTON AVE. ST. LOUIS, MO. 63139 PHONE: 314-647-8181 PLACEMENT PHONE: 855-862-0755, EXT. 111 ASHLEY PATTERSON	0	<b>ALL POSITIONS</b>
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UNIVERSITY OF NORTHERN IOWA                              0                              **ALL POSITIONS**  
 CAREER SERVICES  
 SHANNON SEEHASE  
 102 GILCHRIST HALL  
 CEDAR FALLS, IA. 50614-0384  
 PHONE: 319-273-6857

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INTERNAL STAFF ANNOUNCEMENT                              1                              **ALL POSITIONS**

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MARSHALLTOWN COMMUNITY                              0                              **ALL POSITIONS**  
 COLLEGE/IOWA VALLEY  
 CONTINUING EDUCATION  
 SANDY SUPIANOSKI  
 3700 SOUTH CENTER STREET  
 MARSHALLTOWN, IA. 50158  
 PHONE: 641-752-7106  
 FAX: 641-754-1343

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IOWA CENTRAL COMMUNITY COLLEGE                              0                              **ALL POSITIONS**  
 ALAN (RUSTY) MCNEIL  
 BROADCASTING COORDINATOR  
 ONE TRITON CR.  
 FORT DODGE, IA 50501  
 515-574-1213

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## **APPENDIX 3**

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **SEPTEMBER 27<sup>th</sup>, 2013 TO SEPTEMBER 26<sup>TH</sup>,  
2014**. 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 2<sup>nd</sup>, 2014. 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 23 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 and Mr. Wirkler visited with 14 people about positions at KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM as well as careers in radio and television in general.

2. CEO and General Manager of KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM, Mark Osmundson, serves on the Iowa Broadcasters Association Foundation. 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. As a Board Member, Mr. Osmundson approved the two successful candidates who received the scholarships.

3. KDAO AM/FM/LPTV, KRFH-FM and KTDV-FM Station Manager, John Wirkler, as well as CEO and General Manager, Mark Osmundson, conducted a tour of the KDAO-AM/FM/LPTV, KRFH-FM, and KTDV-FM studios and gave an informational presentation about broadcasting to 16 Boy Scouts participating in the Tamaha District Merit Badge Day on March 29<sup>th</sup>, 2014. Mr. Wirkler provided information about jobs and opportunities available in radio and television broadcasting, so that the Scouts could obtain the knowledge about broadcasting needed to meet the criteria for completing the badge course.

4. 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.