

# **KDAO-FM, KDAO-AM, KTDV-FM, KRFH-FM, KDAO-CD**

## **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-CD, Marshalltown, IA.

The information contained in this Annual EEO Report covers the time period from **September 27<sup>th</sup>, 2014 to and including September 26<sup>th</sup>, 2015**(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>, 2015 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>, 2014 TO SEPTEMBER 26<sup>TH</sup>,  
2015**. STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-  
FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD.

### **Section 1: Vacancy Information**

During the period of August 7<sup>th</sup>, 2015 through August 31<sup>st</sup>, 2015, the number of employees in the employment unit fell below the minimum number required for this report. During that period the employment unit continued to follow required EEO procedures. On September 1<sup>st</sup>, 2015, a part time employee’s hours were increased to full time status and the employment unit was again at the minimum employment level required for this report.

During the periods for which the employment unit was staffed at or above the minimum level required for this report there were no job openings.

## **APPENDIX 2**

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **SEPTEMBER 27<sup>th</sup>, 2014 TO SEPTEMBER 26<sup>TH</sup>,  
2015**. STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-  
FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD.

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

During the periods for which the employment unit was staffed at or above the minimum level required for this report there were no job openings.

## **APPENDIX 3**

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **SEPTEMBER 27<sup>th</sup>, 2014 TO SEPTEMBER 26<sup>TH</sup>,  
2015**. STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-  
FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD.

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

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

1. KDAO AM/FM, KDAO-CD, 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 1st, 2015. All management personnel of KDAO AM/FM, KDAO-CD, 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, KDAO-CD, 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, KDAO-CD, KRFH-FM and KTDV-FM. We also answered general questions about job opportunities in radio and television. In all, Mr. Osmundson and Mr. Wirkler visited with 12 people about positions at KDAO AM/FM, KDAO-CD, KRFH-FM and KTDV-FM as well as careers in radio and television in general.
  
2. CEO and General Manager of KDAO AM/FM, KDAO-CD, 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, KDAO-CD, 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, KDAO-CD, KRFH-FM, and KTDV-FM studios and gave an informational presentation about broadcasting to a Marshalltown, Iowa Tiger Scout pack on January 24<sup>th</sup>, 2015. 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 their badge course.

4. C.E.O. and General Manager of KDAO-AM/FM, KDAO-CD, KRFH-FM and KTDV-FM, Mark Osmundson as well as KDAO AM/FM, KDAO-CD, 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.

5. On November 19<sup>th</sup>, 2014, the entire staff of KDAO-AM/FM, KDAO-CD, KRFH-FM and KTDV-FM participated in a job shadow for a student attending Marshalltown High School. During this job shadow the student was shown all aspects of the jobs available at the stations. Mr. Wirkler also discussed other employment opportunities available in broadcasting and the educational requirements for all positions that were discussed that day.

6. On June 2<sup>nd</sup>, 2015, the entire staff of KDAO-AM/FM, KDAO-CD, KRFH-FM and KTDV-FM participated in a job shadow for a student attending the media class at Marshalltown Community College. This job shadow was organized through our cooperation with the college's Youth Career Connections program. During this job shadow the student was shown all aspects of the jobs available at the stations. Mr. Wirkler also discussed other employment opportunities available in broadcasting and the educational requirements for all positions that were discussed that day.