

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 27th, 2015 to and including September 26th, 2016**(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 27th, 2016 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 27th, 2015 TO SEPTEMBER 26TH, 2016.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KRFH-FM, KTDV-FM AND KDAO-CD.

Section 1: Vacancy Information

Full-time Positions

Filed By Job Title and Date Hired

Recruitment Source of Hiree

1. Afternoon Show Host
for KDAO-FM. Position filled
on 1/22/16.

Iowa Broadcasters Association's Jobs
Website

Total Number of Persons Interviewed During Applicable Period: 5

APPENDIX 2

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2015 TO SEPTEMBER 26th, 2016.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KRFH-FM, KTDV-FM AND KDAO-CD.

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
IOWA BROADCASTERS ASSOCIATIONS' JOBS WEBSITE www.iowabroadcasters.com SUE TOMA P.O. BOX 71186 DES MOINES, IA. 50325 PHONE: 515-224-7237 EMAIL: iowaiba@dwx.com	3	Position 1
MARSHALLTOWN COMMUNITY COLLEGE SANDY SUPIANOSKI 3700 SOUTH CENTER STREET MARSHALLTOWN, IA. 50158 PHONE: 641-752-7106 Sandy.Supianoski@iavalley.edu	0	Position 1
PHONE INQUIRY	1	Position 1
SANFORD - BROWN COLLEGE CHRISTINE DYE 1345 NORTHLAND DRIVE MENDOTA HEIGHTS, MN. 55120 PHONE: 651-905-3400 EMAIL: cdve@mh.sanfordbrown.edu NOTE: This institution is ceasing operations	1	Position 1

BROADCAST CENTER 0 **Position 1**
SHAUN STREETER
2360 HAMPTON AVE.
ST. LOUIS, MO. 63139
PHONE: 314-647-8181
EMAIL: placement@broadcastcenterinfo.com

IOWA CENTRAL COMMUNITY COLLEGE 0 **Position 1**
ALAN Mc NEIL
BROADCASTING COORDINATOR
ONE TRITON CR.
FORT DODGE, IA. 50501
PHONE: 515-574-1213
EMAIL: mcneil@iowacentral.edu

IOWA WESTERN COMMUNITY COLLEGE 0 **Position 1**
KACI RICHTER
2700 COLLEGE ROAD
COUNCIL BLUFFS, IA. 51503
PHONE: 712-325-3242 or 800-432-5852
EMAIL: krichter@iwcc.edu

ILLINOIS MEDIA SCHOOL 0 **Position 1**
CARL JACKSON
PLACEMENT DIRECTOR
455 EISENHOWER LANE SOUTH
SUITE 200
LOMBARD, IL. 60148
PHONE: 630-796-4651
EMAIL: cjackson@beonair.com

GRANDVIEW UNIVERSITY 0 **Position 1**
SUSIE STEARNS
1200 GRANDVIEW AVENUE
DES MOINES, IA. 50315
PHONE: 515-263-2955
EMAIL: sstearns@grandview.edu

RADIO 1 BROADCAST SCHOOL 0 **Position 1**
JOE DESCHLER
700 3RD STREET NORTH
SUITE LL-7
La CROSSE, WI. 54601
PHONE: 800-889-2221
EMAIL: director@radio1school.com

UNIVERSITY OF NORTHERN IOWA
CAREER SERVICES
SHANNON SEEHASE
102 GILCHRIST HALL
CEDAR FALLS, IA. 50614-0384
PHONE: 319-273-6857
EMAIL: careerservices@uni.edu

0

Position 1

APPENDIX 3

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2015 TO SEPTEMBER 26th, 2016.**
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, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD HAVE ACHIEVED BROAD OUTREACH THROUGH THE FOLLOWING ACTIONS:

1. KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD co-sponsored a job fair with Marshalltown Community College/Iowa Valley Continuing Education. This job fair was held on April 6th, 2016. All management personnel of KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD, specifically Mark Osmundson and John Wirkler, participated in the planning sessions and decision making processes for this job fair. KDAO-FM, KDAO-AM, KRFH-FM AND KTDV-FM also donated over 19 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, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD also staffed a booth at the job fair to make those in attendance aware of positions available at KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD. We also answered general questions about job opportunities in radio and television. In all, Mr. Osmundson and Mr. Wirkler visited with 11 people about positions at KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD as well as careers in radio and television in general.

2. CEO and General Manager of KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD, Mark Osmundson, serves on the Board of Directors of the Iowa Broadcasters Association Foundation. During the Applicable Period, 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 Foundation Board of Directors Member, Mr. Osmundson was involved in the review process and selection of the two successful candidates who received the scholarships.

3. On October 14, 2015, KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD Station Manager, John Wirkler, conducted a job shadow for a student of the BCLUW School District. This job shadow included a tour of the facilities as well as a detailed discussion of all of the various jobs available at KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD and in broadcasting in general.

4. C.E.O. and General Manager of KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD, Mark Osmundson, as well as KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD 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 October 14th, 2015, KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD Station Manager, John Wirkler, participated in an E.E.O. webinar made available through the Iowa Broadcasters Association. The webinar was conducted by Mr. David Oxenford of the Wilkinson-Barker-Knauer law firm. The information gained from participation in this webinar was shared with other management personnel in the employment unit comprised of KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD.