

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, 2018 to and including September 26th, 2019**(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, 2019 and posted on the web site for each station, in accordance with the FCC's EEO Rules.

Please note that the numbers listed in 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 in 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, 2018 TO SEPTEMBER 26TH, 2019.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KRFH-FM, KTDV-FM AND KDAO-CD.

Section 1: Vacancy Information

Full-time Positions:

There were no full time positions filled during this reporting period.

APPENDIX 2

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2018 TO SEPTEMBER 26TH, 2019.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,
KRFH-FM, KTDV-FM AND KDAO-CD.

Section 2: Recruitment Source Information

There were no full time positions filled during this reporting period.

APPENDIX 3

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **SEPTEMBER 27th, 2018 TO SEPTEMBER 26TH, 2019.**
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 and IowaWORKS. This job fair was held on February 21st, 2019. 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 9 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 visiting with over 20 people to make them aware of any 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.
2. KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD participated in the Meskwaki Higher Education, Iowa Works, Iowa Valley--College and Career Fair at the Meskwaki Settlement near Tama, Iowa. This regional job fair was held on April 2nd, 2019. KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD staffed a booth at the job fair to make those in attendance aware of any 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.
3. Mark Osmundson, CEO and General Manager of KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD , serves on the Board of Directors of the Iowa Broadcasters' Association Foundation. During the Applicable Period, two students in the University of Northern Iowa Digital Media Communications Studies program received \$3,000 scholarships to continue their education at that school. As a Foundation Board Member, Mr. Osmundson, was involved in approving the scholarship awards presented to the two successful candidates.
4. On Auguts 29th, 2019, Station Manager, John Wirkler of KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD , gave a tour to a group from REM, Iowa of Marshalltown. All aspects and jobs in broadcasting were discussed during this tour.
5. KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD, Station Manger, John Wirkler worked with the Marshalltown High School 2019 radio speech contestants as they prepared for their regional and state contests. During this time, he also discussed the types of jobs available in broadcasting.

6. 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.