

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, 2019 to and including September 26th, 2020 (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, 2020 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, 2019 TO SEPTEMBER 26TH, 2020.**
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, 2019 TO SEPTEMBER 26TH, 2020.**
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, 2019 TO SEPTEMBER 26TH, 2020.**
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 is co-sponsoring a job fair with Marshalltown Community College/Iowa Valley Continuing Education and IowaWORKS. This job fair was to be held on April 1st, 2020 but is currently postponed due to Covid-19 restrictions. 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 25 hours of combined air time to promoting this event to encourage employers to have booths at the job fair and the general public to attend the job fair. Due to restrictions put in place by the state of Iowa regarding Covid-19, the job fair was postponed on March 15th, 2020 and remains postponed at this time due to continuing Covid-19 restrictions. KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD will staff a booth at the job fair when it is held.
2. 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 \$4,000 scholarships to continue their education at that college. Mr. Osmundson served on the scholarship selection committee and as a Foundation Board Member, he was involved in approving the scholarship awards presented to the two successful candidates.
3. On January 20th, 2020, Station Manager, John Wirkler of KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD, allowed the speech class from the Meskwaki Settlement School to use the stations' production facilities to prepare their group radio presentation for the State of Iowa District Speech Contest. Mr. Wirkler also gave vocal instruction advice and helped the group record and organize their program. While the group was at the stations, Mr. Wirkler also explained how the stations operate and informed the students about careers available in broadcasting.
4. On February 3rd, 2020, Station Manager, John Wirkler of KDAO-FM, KDAO-AM, KRFH-FM, KTDV-FM AND KDAO-CD, allowed the speech class from the Meskwaki Settlement School to use the stations' production facilities to prepare their group radio presentation for the State of Iowa State Speech Contest. Mr. Wirkler again gave vocal instruction advice and helped the group record and organize their program.