

Appendix 1 to

Covering the Period from October 1, 2018 to September 30, 2019
Stations Comprising Station Employment Unit: **KIOW-FM, KHAM-FM**

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1.	Account Executive	Radio Ads	4
2.	Account Executive	Radio Ads	4
3.			
4.			
5.			

Total Number of Persons Interviewed During Applicable Period: 4

Appendix 2 to

Annual EEO Public File Report Form

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Section 2: Recruitment Source Information

	Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Radio Ads	4	2
B	Referral	0	0
C	Iowa Broadcasters Assoc. Job Listing	0	0
D	KIOW.COM	0	0
E			

*Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report Form

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Section 3: **Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KIOW-FM, KHAM-FM.**

Description of Activities:

Internship Program

Stations continued a program designed to assist members of the community to acquire the skills needed for broadcast employment. Stations advertised and recruited Mandi Williams and trained her with a hands-on on the job training opportunity with announcer Glenn Kiss. The trainees have been scheduled for paid part-time control board and announcing work on KIOW and KHAM.

Community Broadcast Skills Program

Stations continued another program designed to assist members of the community to acquire skills needed for broadcast employment. Account Executives Angela Nelson and Alyssa Kemnitz trained and supervised 2 4-H members at the Winnebago County Fair and 7 4-H members at the Hancock County District Fair to prepare, conduct, and record interviews with their County Fair Grand Champion and Reserve Champion winners, which were broadcast on KIOW.

Winnebago County Fair Reporters

Kylie Buns

Emily Bray

Hancock County District Fair Reporters

Braden Boehnke

Emma Goll

Jenna Pringnitz

Dalton Coombs
Keaton Bucknell
Collin Hanson
Rachel Hanson

Scholarship Program

- a. KLOW continues a scholarship award of \$500.00 to a graduating senior at Forest City High School, who shows a desire to pursue a career in broadcasting. Owners Tony and Sue Coloff designed the program with Jessica Bruckoff of the Forest City Education Foundation, and selected the recipient. The 2019 recipient was Dylan Solberg
- b. KLOW, in partnership with North Iowa Broadcasting, Inc. in Mason City, IA, sponsored 3 \$1,000 general education scholarships to NIACC in Mason City to 3 different unknown individuals