

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2019 to September 30, 2020
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.	There were no full-time positions filled during the reporting period.		
2.			
3.			
4.			
5.			

Total Number of Persons Interviewed During Applicable Period:

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2019 to September 30, 2020
Stations Comprising Station Employment Unit: **KIOW-FM, KHAM-FM**

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		
B	Referral		
C	Iowa Broadcasters Assoc. Job Listing		
D	KIOW.COM		
E			

*Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report Form

Covering the Period from October 1, 2019 to September 30, 2020
Stations Comprising Station Employment Unit: **KIOW-FM, KHAM-FM**

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 Kathy Triggs and trained her with a hands-on on the job training opportunity with announcer Glenn Kiss. The trainees were 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 Executive Angela Nelson trained and supervised 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.

Hancock County District Fair Reporter

Rachel Hanson

Scholarship Program

- a. KIOW 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 2020 recipient was Jessa Loges.

- b. KHAM awards a scholarship of \$250.00 to a graduating senior from West Hancock High School, who shows a desire to pursue a career in broadcasting. 2020 recipient was Liliana Hill.
- c. 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