

Appendix 1 to Annual EEO Public File Report Form

Covering the Period from October 1, 2014 to September 30th, 2015

Stations Comprising Station Employment Unit: KIOW-FM & KHAM-FM

Section 1: Vacancy Information

| Fulltime Positions Interviewees | Recruitment Source of Hiree | Total Number of from All Sources for |
|------------------------------------|-----------------------------|---|
| Filled by Job Title Position | | |
| Office Manager | KIOW Radio On-Air | 5 |

Appendix 2 to Annual EEO Public File Report Form

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Stations Comprising Station Employment Unit: KIOW-FM & KHAM-FM

| Recruitment Source (Name, Address, Telephone Number, Contact Person) | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-Time Positions for Which This Source Was Utilized |
|---|---|--|
| KIOW Radio On-Air 18643 360 th Street Forest City, IA 50436 641-585-1073 Karl Wooldridge | 5 | Office Manager |
| *Waldorf College 106 S. 6 th Street Forest City, IA 50436 641-585-8196 Mark Newcom | 0 | Office Manager |
| *Iowa Broadcasters Job List PO Box 71186 Des Moines, IA 50325 515-224-7237 Sue Toma | 0 | Office Manager |

*Indicates sources that have requested notification of job openings

Appendix 3 to Annual EEO Public File Report Form

Covering the Period from October 1, 2014 to September 30, 2015

Stations Comprising Station Employment Unit: KIOW-FM & KHAM-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Description of Activities

- Community Broadcast Skills Program

Stations continued a program designed to assist members of the community to acquire the skills needed for broadcast employment. Stations advertised and recruited 3 local persons, John Jacobs, Stefanie Brees, and Glenn Kiss, and trained them with with a hands-on on the job training opportunity with announcer Laurie Lee. The trainees have then been scheduled for paid part-time control board and announcing work on KIOW and KHAM.

Stations helped to promote and take part in the NIACC Job Fair on April 1, 2015 and Waldorf College Career Fair April 22, 2015. Announcers staffed a booth at both events, talking with students and attendees about job opportunities and handed out brochures that detailed job opportunities with KIOW and sister stations of North Iowa Broadcasting, Inc.

Stations continued another program designed to assist members of the community to acquire skills needed for broadcast employment. Sales Manager Melody Schlake trained and supervised and 12 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

Abbey Bray

Madison Hassebroek

Halle Jo Johnson

Hancock County District Fair Reporters

Jace Pringnitz

Matthew Barickman

Brielle Smeby

Erik Goll

Grace Greiman

Caleb Renner

Mara Anderson

Rachael Hanson

Lilly Hall

Jade Oberhelman

Camden Lau

Abby Wirtjes

- Scholarship Program
 - KIOW continues a scholarship award of \$300.00 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

Julie DeVries of the Forest City Education Foundation, and selected the recipient. The 2015 recipient was Zarren Egesdal

- KIOW, 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
- Stations also participated in the Iowa Broadcasters Association Scholarship program, which awards scholarships to deserving high school seniors who study broadcasting during their college careers. In February, March, and April, KIOW aired public service announcements promoting the availability of an application at the Stations business office.