

Appendix 1 to Annual EEO Public File Report Form

Covering the Period from October 1, 2016 to September 30th, 2017

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

Section 1: Vacancy Information

Fulltime Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources for Position
---	----------------------------	---

No Fulltime Positions

Appendix 2 to Annual EEO Public File Report Form

Covering the Period from October 1, 2016 to September 30, 2017

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
---	---	--

No Fulltime Positions

Appendix 3 to Annual EEO Public File Report Form

Covering the Period from October 1, 2015 to September 30, 2016

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

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

Description of Activities

1. 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 Jim Riddick, Scott Peterson, and Waldorf student Kyle Smith and trained them 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.

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 7 4-H members at the Winnebago County Fair and 6 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

Maddie Myer

Mark Johnson

Hancock County District Fair Reporters

Joe Pringnitz

Anna Wirtjes

Maddie Graham

Jayden Frank

Braden Renner

Brody Boehnke

Alex Bruns

2. Scholarship Program

- a. KLOW 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 2017 recipient was Jenna Gust
- 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
- c. 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, KLOW aired public service announcements promoting the availability of an application at the Stations business office.