

Appendix 1 to Annual EEO Public File Report Form

Covering the Period from October 1, 2024 to September 30, 2025

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	kiow.com	3
2.			
3.			
4.			
5.			

Total Number of Persons Interviewed During Applicable Period: 3

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	kiow.com Website	2	1
B	Iowa Broadcasters Website	0	0
C	Referral	1	0
D	Iowa Workforce Development		
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, 2024 to September 30, 2025

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. No interns applied for the current year time period.

Community Broadcast Skills Program

Stations continued another program designed to assist members of the community to acquire skills needed for broadcast employment. Station Manager Karl Wooldridge trained and supervised 4-H staff intern Alison Rygh at the Winnebago County Fair and trained and supervised several fair reporters 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 Fair Reporters

Nataly Lattimore

Wyatt Eekhoff

Emma Boothroyd

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. . The 2025 recipient was Destiny Tendall.

b. KHAM continues a scholarship award of \$300.00 to a graduating senior at West Hancock High School. The 2025 recipient was Sienna Wieland.

c. In partnership with our digital partner company, Coloff Digital, a scholarship was presented to Brianna Larsen for graphic design and art education.

d. 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 individuals. Winners were: Tara Lee from Joice, Iowa; Nolan Reser from Greene, Iowa; Hannah Sterrenberg from Joice, Iowa