

Appendix 1 to

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

Stations Comprising Station Employment Unit: **KLKK-FM, KSMA-FM, KCHA-AM, KCHA-FM, KCZE-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 | Iowa Broadcasters Assoc. Job Listing | 11 |
| 2. | News Director | Iowa Broadcasters Assoc. Job Listing | 5 |
| 3. | | | |
| 4. | | | |
| 5. | | | |

Total Number of Persons Interviewed During Applicable Period: 16

Appendix 2 to

Annual EEO Public File Report Form

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Stations Comprising Station Employment Unit: **KLKK-FM, KSMA-FM,
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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 | KCHA, KCZE, KLKK, KSMA Radio Commercials | 10 | 0 |
| B | Referral | 1 | 0 |
| C | Iowa Broadcasters Assoc. Job Listing | 5 | 2 |
| D | | | |
| 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, 2016 to September 30, 2017

Stations Comprising Station Employment Unit: **KLKK-FM, KSMA-FM, KCHA-AM, KCHA-FM, KCZE-FM**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KLKK-FM, KSMA-FM, KCHA-AM, KCHA-FM, KCZE-FM.

Description of Activities:

Internship Program –

KLKK, KSMA, KCHA, KCHA-AM, KCZE annually conducts an on-going internship program to give high school and college students a hands-on experience in radio broadcasting. The stations invited students to apply for the various internship opportunities through recruitment at the local high school guidance offices and speech coaches, and by contacting the internship coordinators.

During the reporting period covering the Period from October 1, 2016 to September 30, 2017, two (2) high school students participated in the stations' training programs.

School Career Fairs/Events –

KLKK, KSMA, KCHA, KCHA-AM, KCZE annually contacts area schools and offers to participate in any school career fairs and events that may be scheduled. Various employees participate in the events, depending on the specialty the students are most interested in.

J Brooks and Michelle Horst conducted several programs at area schools, at NIACC Community College and at Iowa Job Fair covering the Period from October 1, 2016 to September 30, 2017.

J Brooks spoke to two high school classes at Garner High School about radio broadcasting and country music programming.

Jim Coloff participated in a senior interview program with Spencer Duregger, high school senior at Garner High School.

North Iowa Broadcasting Scholarship Program –

During the reporting period, North Iowa Broadcasting (stations KLKK-FM, KSMA-FM, KCHA-FM, KCHA-AM) established and promoted the North Iowa Broadcasting scholarship program at NIACC (North Iowa Area Community College) in Mason City, Iowa. The program awarded three (3), \$1,000 scholarships to area students attending NIACC to pursue higher education degrees.