

**Annual EEO Public File Report Form
KDTH AM / KATF FM / KGRR FM / WVRE FM**

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KDTH AM Dubuque, Iowa; KATF FM Dubuque, Iowa; KGRR FM Epworth, Iowa and WVRE FM Dickeyville, Wisconsin and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 8/1/22 to and including 7/31/23 (The “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" where he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to
Annual EEO Public File Report Form

Cover the Period from 8/1/21 to 7/31/22

Station(s) Comprising Station Employment Unit:
KDTH AM / KATF FM/ KGRR FM / WVRE FM

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources for This Position
1			
2			
3			
4			
4			
5			
6			
7			
8			
9			

Total Number of Persons Interviewed During Applicable Period:

Appendix 2 to
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Cover the Period from 8/1/21 to 7/31/22

Station(s) Comprising Station Employment Unit:
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Section 2: Recruitment Source Information

*Indicates sources that have requested notification of job openings.

	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
A	Career Services	0	0
	Clarke College		
	1550 Clarke Dr		
	Dubuque, IA		
	(563) 588-6300		
B	Student Life	0	0
	Loras College		
	1450 Alta Vista		
	Dubuque IA		
	(563) 588-7100		
C	Kelly Kramer	0	0
	NICC		
	10250 Sundown Rd		
	Peosta IA		
	(563) 556-5110		
D	Sheila Martin	0	0
	SW Wisc Tech		
	1800 Bronson		
	Fennimore WI		
	1-800-362-3322		
E	Deb Clarke	0	0
	U of Dubuque		
	200 University Ave		

	Dubuque IA		
	(563) 589-3113		
F	UW Platteville	0	0
	Placement Services		
	1 University Plaza		
	Platteville WI		
	608-342-1183		
G	Iowa Workforce	0	0
	590 Iowa St		
	Dubuque IA		
	(563) 556-5800		
H	Iowa Broadcasters	0	0
	Iowa Broadcasters.com		
	515-224-7237		
I	DubuqueHelpWanted.com	0	0
J	Radio Dubuque	0	0
	1055 University Ave		
	Dubuque, IA 52002		
	563-690-0800		
L			
M			

Appendix 3 to
Annual EEO Public File Report Form

Cover the Period from 8/1/22 to 7/31/2023

Station(s) Comprising Station Employment Unit:
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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by KDTH, KATF, KGRR, WVRE. No schedule was run during this
period, as no positions were available.

**SUPPLEMENTAL RECRUITMENT ACTIVITES
UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: KDTH/KATF/KGRR/WVRE

1. Activity **Women of Achievement**

Date(s) April 16th, 2023

Participating Employees: Perry Mason, Jim Bardon

Host/Sponsor of Activity: Women's Leadership Network

Brief Description of Activity and Station Participation:

Women's Leadership Network of Dubuque. On April 16th, we will host the annual "Women of Achievement" event. Nominate a woman you know who deserves to be honored for leading, inspiring, or influencing the lives of others, either professionally or personally.

**SUPPLEMENTAL RECRUITMENT ACTIVITES
UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: KDTH/KATF/KGRR/WVRE

2. Activity Attitude of Gratitude

Date(s): November 18, 2022

Participating Employees: Perry Mason, John Rhodes, Lisa Bennett,
Michael Kaye

Host/Sponsor of Activity: Opening Doors

Brief Description of Activity and Station Participation:

Opening Doors is a non-profit organization who help women and children who are experiencing homelessness in Dubuque, IA. They provide shelter, as well as life skills to help these women and children get achieve their full potential. The "Attitude of Gratitude" is a fundraising event held 11/18/22 at the Grand River Center in Dubuque. The evening features a dinner, auctions, special speakers and more. Our radio participation involves morning show interviews, and promotional announcements that bring us to their Ruby sponsorship.

**SUPPLEMENTAL RECRUITMENT ACTIVITES
UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: KDTH/KATF/KGRR/WVRE

3. Activity March of Dimes Signature Chef's Auction

Date(s): 9/29/22

Participating Employees: Rob Anglin, & John Rhodes

Host/Sponsor of Activity: March of Dimes

The Radio Dubuque stations promoted on air the Signature Chef's Auction
The event sells tickets to sample food, and participate in a live and silent
Auction to raise money for the March of Dimes. Along with an on -air promo
Schedule, the event was hosted by our DJ and Program Director, John
Rhodes. John was on hand to keep the crowd entertained, introduce guest
Speakers, and handle item description during the live auction. The event was
Held at the Hotel Julien in Dubuque, and went from 6a until 9p

**SUPPLEMENTAL RECRUITMENT ACTIVITES
UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: KDTH/KATF/KGRR/WVRE

5. Activity Business Summit

Date(s): 5/16/23

Participating Employees: Perry Mason, and Jim Bardon

Host/Sponsor of Activity: Northeast Iowa Community College

Brief Description of Activity and Station Participation: _____

