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May 3, 2024

VIA POSTING TO FCC ONLINE PUBLIC INSPECTION FILE

wiley.law

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: **Response to Broadcast EEO Audit Letter
Alpha 3E Licensee LLC
KTLB, Twin Lakes, Iowa
Facility ID No. 28657**

Dear Ms. Goldin:

On behalf of Alpha 3E Licensee LLC, licensee of the above referenced broadcast station in the Fort Dodge, Iowa station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of March 22, 2024 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Zoe Burdine-Fly, Regional President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

/s/ Joan Stewart

Joan Stewart
Counsel to Alpha 3E Licensee LLC

cc: *EB-EEO@fcc.gov*

DECLARATION OF ZOE BURDINE-FLY, REGIONAL PRESIDENT

I, Zoe Burdine-Fly, hereby declare as follows:

1. I am a Regional President for Alpha 3E Licensee LLC (“Alpha”), the licensee of KTLB, Twin Lakes, Iowa which is part of a station employment unit based in Fort Dodge, Iowa and which includes KWMT, Fort Dodge, IA (FID 35891), KXFT, Manson, IA (FID 162477), KIAQ, Clarion, IA (FID54641), KVFD, Fort Dodge, IA (FID 60862), and KZLB, Fort Dodge, IA (FID 60859) (the “SEU” or “Unit”). This Statement and relevant attachments are being submitted in response to the March 22, 2024 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission’s Enforcement Bureau, concerning a random audit of EEO compliance (the “EEO Audit Letter”).
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web address of the stations in this SEU are as follows: <https://www.yourfortdodge.com>. A copy of the current EEO Public File Report is included on or linked to each of these websites. All stations are listed and linked on this site.
5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU’s above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B.
6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.
7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit’s performance of two points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 15 full-time employees and all of our stations are located in a market with a population of less than 250,000. Accordingly, the SEU is required to perform at least two points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that Alpha has disseminated copies of the "EEO Basics Binder," a comprehensive manual on FCC EEO compliance authored by Alpha's communications counsel, Wiley Rein LLP. It includes advice on how SEUs are to engage in broad recruitment for job vacancies, undertake recruitment initiatives and provides sample forms for collecting and maintaining the necessary recruitment records. Alpha also provides online training webinars on FCC EEO compliance to its stations at periodic times throughout the year. Additionally, Alpha uses a software program to provide additional training on preventing discrimination and harassment as well as ways to increase diversity and inclusion. Alpha's Human Resources department also issues compliance reminders and encourages additional outreach where necessary.

10. At the local level, this SEU is heavily involved with the local community college, serving on the advisory committee for the broadcast and media program. Additionally, we attempt to provide internship opportunities for students of the program. We also look for opportunities to work with the students outside of internships and the educational program as we have used students on a part time basis for special events. We make it a policy to give tours to any individual or group who may contain parties interested in a career in broadcast. The SEU also attends at least one training per year to ensure we are up to date on the requirements for record keeping and performance of recruitment initiatives. We are consistently looking for opportunities to share the opportunities available within this station group and broadcasting generally as an industry.

This SEU's compliance efforts include identifying our efforts to afford equal employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU's employment practices are the ultimate responsibility of Steve Bearance, Market Manager, working in conjunction with in-house counsel at our corporate headquarters and, when applicable, outside employment and labor counsel.

11. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The Market Manager annually reviews our recruitment sources to ensure a broad outreach. As a part of this review, we work with the area Workforce Development Department to discuss other areas of outreach. This relationship has been very helpful as they are able to share with us how other industries have managed to overcome difficulties in recruitment.

12. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: May 3, 2024

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF ZOE BURDINE-FLY, REGIONAL PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

Zoe Burdine-Fly

Zoe Burdine-Fly

ATTACHMENT A

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)
EEO PUBLIC FILE REPORT
October 1, 2021-September 30, 2022¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News Director	1, 2, 5, 6, 7	7
Account Executive	2, 5, 6, 7	7
Account Executive	2, 5, 6,	2

¹ This report was revised in May 2024 to address reporting issues.

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)
EEO PUBLIC FILE REPORT
October 1, 2021-September 30, 2022

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : http://allaccess.com Darren Helton	N	0
2	On Air Announcements (<i>one or more SEU stations</i>)	N	1
3	SEU Social Media Outreach	N	0
4	Iowa Workforce Development 3 Triton Circle Fort Dodge, Iowa 50501 Phone : (515) 576-3131 Url: http://www.iowaworkforce.org/ Email: Catherine.Nelson-Schoon@iwd.iowa.gov Fax: 1-515-955-1420 Cathy Nelson-Schoon	N	0
5	Alpha Media Careers Website www.alphamediausa.com/careers/	N	0
6	www.indeed.com	N	0
7	Word-of-Mouth Referral	N	3
8	Iowa Central Community College Recruiter	N	0
9	Sportscasters Talent Agency of America	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)
EEO PUBLIC FILE REPORT
October 1, 2021-September 30, 2022

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	On December 9, 2021, our SEU participated in a Leadership Fort Dodge Media Day located at Iowa Central Community College. During the meeting, the Market Manager discussed what jobs are available in the broadcast industry and specific Alpha Media Openings. We also discussed options that are available to young adults in finding and pursuing jobs in Iowa.
2	EEO Management Training	On June 16, 2022, our Market Manager participated in the Iowa Broadcasters Association Employment Law Webinar. The webinar covered several HR topics, including non-discrimination laws and practices, best practices for pandemic related HR issues and the FCC's EEO rules and expectations.
3	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	During the reporting period, our SEU's Market Manager and Operations Manager served as members of the Broadcasting Advisory Board at Iowa Central Community College. The Board meets twice per year, once during the Fall semester and again during the Spring semester, to design the broadcasting curriculum to ensure students learn the skills needed to succeed in the broadcasting industry.
4	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting	Between June 1 and August 30 th 2022 Alpha Media of Fort Dodge had 2 unpaid and 1 paid intern that completed their coursework through Iowa Central by participating in on-the-job training in all facets of the broadcast industry. The paid internship was conducted in partnership with the National Association of Farm Broadcasters.

KIAQ, KKEZ, KTLB, KVFD, KWMT, KXFT, KZLB
EEO PUBLIC FILE REPORT
October 1, 2022 to September 30, 2023

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On-Air Announcer	1, 2, 5, 6	5

KIAQ, KKEZ, KTLB, KVFD, KWMT, KXFT, KZLB
EEO PUBLIC FILE REPORT
October 1, 2022 to September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 URL: http://allaccess.com	N	0
2	On Air Announcements (One or more SEU stations)	N	0
3	SEU Social Media Outreach	N	0
4	Iowa Workforce Development 3 Triton Circle Fort Dodge, IA 50501 Phone: (515) 576-3131 URL: http://www.iowaworkforce.org Email: Catherine.Nelson-Schoon@iwd.iowa.gov Contact: Cathy Nelson-Schoon	N	0
5	Alpha Media Careers Website www.alphamediausa.com/careers	N	2
6	Indeed.com	N	3
7	Word of Mouth Referral	N	0
8	Iowa Central Community College Recruiter	N	0
9	Sportscasters Talent Agency of America	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

KIAQ, KKEZ, KTLB, KVFD, KWMT, KXFT, KZLB
EEO PUBLIC FILE REPORT
October 1, 2022 to September 30, 2023

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	EEO Management Training	On September 15, 2023 our Market Manager participated in the Alpha Media Webinar covering the requirements of the FCC's EEO rules and expectations provided by Wiley.
2	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting.	During the reporting period, our SEU's Market Manager served as a member of the Broadcasting Advisory Board at Iowa Central Community College. The board meets twice per year. Once during the Fall semester and again during the Spring semester, to design the broadcasting curriculum to ensure students learn the skills needed to succeed in the broadcasting industry.

ATTACHMENT B

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)

VACANCY DATA FORM

Full-Time Job Title: NEWS DIRECTOR	Date Filled: 12/16/2021
Recruitment Source ("RS") Referring Hiree: Word of Mouth	Total Number of Interviewees: 2

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : http://allaccess.com Darren Helton	N	
2	On Air Announcements (<i>one or more SEU stations</i>)	N	
5	Alpha Media Careers Website www.alphamediausa.com/careers/	N	
6	www.indeed.com	N	
7	Word-of-Mouth Referral	N	2



NEWS DIRECTOR WANTED

by jedidiahburns • Wed Nov 17, 2021 9:24 am

Alpha Media - Fort Dodge is seeking an experienced News Director. The News Director will be responsible for all news related broadcasts on-air and online. The ideal candidate is someone with a great attitude, an exceptional work ethic and is able to naturally resonate with the listening audience. The right person understands the interaction between the talent, clients, and audience at live remotes, appearances, station events, and on-air are a vital part of the station's ratings and success.

Alpha Media is a diverse multimedia company sharing your favorite music, sports and news across a variety of platforms. Whether it's on your phone, desktop, tablet, Alexa, Google Home or in your car, our stations will enhance your journey. We hire and retain top talent who are unique, innovative and vibrant. We believe in creating progressive products, world-class events, and building strong relationships in our communities.

Headquartered in Portland, Oregon, Alpha Media owns and operates over 200 live broadcast radio stations and digital properties covering all formats serving 44 markets across the United States. In addition to our over-the-air broadcasts, Alpha audio products can be heard across multiple platforms, including all major smart devices. Strong relationships with our listeners and clients in the communities where we live and work keep Alpha Media true to its local-first heritage. www.alphamediausa.com.

Requirements of this position include the following:

- Experience gathering, writing and delivering news.
- Knowledge of all applicable FCC rules and regulations.
- Experience in all Microsoft Office programs.
- Ability to interact with management and staff at all levels.
- Ability to multi-task, prioritize and adhere to strict deadlines.
- Excellent written and verbal communication skills.
- Experience with audio software editing.
- Must have a valid driver's license and current auto insurance.
- Available weekends, evenings, and holidays when necessary.
- Must have a valid driver's license and current auto insurance.
- Preference may be given to candidates who have the above experience plus the following:

- Prior broadcast industry experience.
 - Prior experience gathering and writing newscasts for audio and digital platforms.
 - College degree in related field.
- Benefits:

Alpha Media invests in people who invest in themselves and offers employees a competitive package of health and welfare benefits.

- Employer sponsored medical, dental & vision insurance with a variety of coverage options.
- Employee Assistance Program (EAP) for full time and part time employees as well as all household members at no cost.
- 401(k) with discretionary employer matching.
- Paid vacation, company holidays and a birthday day for you to use during your birthday month.
- Alpha Cares - paid volunteer hours.
- Pet adoption subsidy

Would love to hear a sample of your work, if you would like to

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)

VACANCY DATA FORM

Full-Time Job Title: ACCOUNT EXECUTIVE	Date Filled: 12/16/2021
Recruitment Source ("RS") Referring Hiree: Word of Mouth	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
2	On Air Announcements <i>(one or more SEU stations)</i>	N	
5	Alpha Media Careers Website www.alphamediausa.com/careers/	N	
6	www.indeed.com	N	
7	Word-of-Mouth Referral	N	1

Sales Order

Stations: KIAQ-FM, KKEZ-FM, KTLB-FM, KVFD-AM,
 KWMT-AM, KXFT-FM, KZLB-FM
 Contract Name: ALPHA HIRING AE AUG 2021-01
 Contract#: 515455974
 Start Date: 8/15/21 End Date: 9/01/21
 Revenue Type: Local Sales Type: Cash
 Advertiser: Alpha Media Promo
 Address: 200 N 10th St
 City: FORT DODGE State: IA Zip: 50501
 Product Name: ALPHA HIRING - ACCOUNT EX
 Competitive Code: Recruitment

Buyer: _____
 Tax Schedule: (None)
 Agency Commission %: 0
 Billing Cycle: Calendar
 Salesperson: 501243jburn Comm %: 15
 Makegood Policy: Within Contract Dates

KIAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/15/21	9/01/21		5:00 AM	12:00 AM	30	6	6	6	6	6	8	8	46	D	0.00	118	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KKEZ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/15/21	9/01/21		5:00 AM	12:00 AM	30	6	6	6	6	6	8	8	46	D	0.00	118	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KTLB-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/15/21	9/01/21		5:00 AM	12:00 AM	30	8	8	8	8	8	10	10	60	D	0.00	154	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KVFD-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/15/21	9/01/21		5:00 AM	12:00 AM	30	8	8	8	8	8	10	10	60	D	0.00	154	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KWMT-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/15/21	9/01/21		5:00 AM	12:00 AM	30	8	8	8	8	8	10	10	60	D	0.00	154	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KXFT-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/15/21	9/01/21		5:00 AM	12:00 AM	30	8	8	8	8	8	10	10	60	D	0.00	154	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

KZLB-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	8/15/21	9/01/21		5:00 AM	12:00 AM	30	8	8	8	8	8	10	10	60	D	0.00	154	0.00	7

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Aug 21	Sep 21
CA	0.00	0.00
ST	0.00	0.00

Print Spot Prices

TOTAL SPOTS	1006
GROSS TOTAL \$	0.00
ADJUSTED SPOTS	1005
ADJUSTED TOTAL \$	0.00

APPROVE DECLINE

- 501243jburn, 08/11/21 @11:21AM
- Sales Manager
- Business Manager
- Traffic Director

Alpha Media Promo
Account Executive Aug 2021
Sales:
Jed Burns

Words: 96, Chars: 600
Len: 30.0 (Est. Len.: 32.4)
Cart: 3062
Due: 08-13-21
Run: 08-15-21 — 09-01-21

KIAQ-FM, KIAQ-FM-DIGITAL, KKEZ-FM, KKEZ-FM-DIGITAL, KTLB-FM, KTLB-FM-DIGITAL, KVFD-AM, KVFD-AM-DIGITAL, KWMT-AM, KWMT-AM-DIGITAL, KXFT-FM, KXFT-FM-DIGITAL, KZLB-FM, KZLB-FM-DIGITAL

Script

[Edit Copy](#)

JEM

ALPHA MEDIA IS LOOKING FOR ENERGETIC AND ENTHUSIASTIC PEOPLE TO JOIN OUR SALES TEAM! AS AN ACCOUNT EXECUTIVE FOR ALPHA MEDIA, YOU'LL BE SELLING BOTH RADIO AND DIGITAL ADVERTISING. IF YOU LOVE MAKING MONEY, ARE CREATIVE, HAVE A MINIMUM TWO YEARS' SALES EXPERIENCE, GREAT COMMUNICATIONS SKILLS; A PROVEN TRACK RECORD FOR STRONG AND CONSISTENT SALES GROWTH, AND MOST IMPORTANTLY ARE PASSIONATE ABOUT HELPING OUR BUSINESS COMMUNITY GROW, APPLY TODAY AT ALPHA MEDIA U S A DOT COM SLASH CAREER! WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY! ALPHA MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

AD TYPE

- Commercial On Air and Streaming

PROD NOTES

MUSIC BED

PRONUNCIATION



KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)

VACANCY DATA FORM

Full-Time Job Title: ACCOUNT EXECUTIVE	Date Filled: 06/13/2022
Recruitment Source ("RS") Referring Hiree: On Air Announcements	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
2	On Air Announcements <i>(one or more SEU stations)</i>	N	1
5	Alpha Media Careers Website www.alphamediausa.com/careers/	N	
6	www.indeed.com	N	

Sales Order

Stations: KIAQ-FM, KKEZ-FM, KTLB-FM, KVFD-AM,
 KWMT-AM, KXFT-FM, KZLB-FM
 Contract Name: Alpha Promo AE Opening May22
 Contract#: 515462184
 Start Date: 5/11/22 End Date: 5/24/22
 Revenue Type: Local Sales Type: Cash
 Advertiser: Alpha Media Promo
 Address: 200 N 10th St
 City: FORT DODGE State: IA Zip: 50501
 Product Name: Account Executive Hiring
 Competitive Code: Employment Service/Hel...

Buyer: _____
 Tax Schedule: _____ (None)
 Agency Commission %: 0
 Billing Cycle: Calendar
 Salesperson: 5465HOUSE Comm %: 15
 Makegood Policy: Within Contract Dates

KIAQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	5/11/22	5/24/22		6:00 AM	12:00 AM	30	8	8	8	8	8	8	8	8	56	D	0.00	112	0.00	5

TOTAL GROSS \$0.00, NET \$0.00

KKEZ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	5/11/22	5/24/22		6:00 AM	12:00 AM	30	8	8	8	8	8	8	8	8	56	D	0.00	112	0.00	5

TOTAL GROSS \$0.00, NET \$0.00

KTLB-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	5/11/22	5/24/22		6:00 AM	12:00 AM	30	8	8	8	8	8	8	8	8	56	D	0.00	112	0.00	5

TOTAL GROSS \$0.00, NET \$0.00

KVFD-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY		
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$	
1	5/11/22	5/24/22		6:00 AM	12:00 AM	30	8	8	8	8	8	8	8	8	56	D	0.00	112	0.00	5

TOTAL GROSS \$0.00, NET \$0.00

KWMT-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	5/11/22	5/24/22		6:00 AM	12:00 AM	30	8	8	8	8	8	8	8	56	D	0.00	112	0.00	5

TOTAL GROSS \$0.00, NET \$0.00

KXFT-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	5/11/22	5/24/22		6:00 AM	12:00 AM	30	8	8	8	8	8	8	8	56	D	0.00	112	0.00	5

TOTAL GROSS \$0.00, NET \$0.00

KZLB-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	5/11/22	5/24/22		6:00 AM	12:00 AM	30	8	8	8	8	8	8	8	56	D	0.00	112	0.00	5

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

May 22

CA 0.00

ST 0.00

Print Spot Prices

TOTAL SPOTS 784
 GROSS TOTAL \$ 0.00
 ADJUSTED SPOTS 784
 ADJUSTED TOTAL \$ 0.00

APPROVE DECLINE

- 501243jburn, 05/09/22 @4:39PM
- Sales Manager
- Business Manager
- Traffic Director

Alpha Media Promo - AE Opening
Sales Opening 1
Sales:
Jed Burns

Words: 80, Chars: 471
Len: 30.0 (Est. Len.: 25.5)
Cart: 6076
Due: 05-10-22
Run: 05-11-22 — 05-24-22

KIAQ-FM, KIAQ-FM-DIGITAL, KKEZ-FM, KKEZ-FM-DIGITAL, KTLB-FM, KTLB-FM-DIGITAL, KVFD-AM, KWMT-AM, KWMT-AM-DIGITAL, KXFT-FM, KXFT-FM-DIGITAL, KZLB-FM, KZLB-FM-DIGITAL

Script

[Edit Copy](#)

ISN'T IT TIME TO STOP LOOKING FOR JOBS AND START LOOKING FOR A CAREER. ALPHA MEDIA IS LOOKING FOR AN ACCOUNT EXECUTIVE TO JOIN OUR TEAM OF TALENTED INDIVIDUALS. THE RIGHT CANDIDATE WILL BE PASSIONATE ABOUT FINDING SOLUTIONS FOR OUR CLIENTS UTILIZING OUR WIDE ARRAY OF PRODUCTS TO INCLUDE STREAMING TV, SOCIAL MEDIA, MOBILE MARKETING AND OF COURSE RADIO.

IF THIS IS YOU, APPLY ON-LINE AT OUR WEBSITE ALPHA MEDIA USA DOT COM. ALPHA MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

AD TYPE

- Commercial On Air and Streaming

PROD NOTES

MUSIC BED

PRONUNCIATION

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)

VACANCY DATA FORM

Full-Time Job Title: On-Air Announcer	Date Filled: 09/05/2023
Recruitment Source ("RS") Referring Hiree: Alpha Media Careers Website	Total Number of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 515-955-5656 Url : http://allaccess.com Darren Helton	N	
2	On Air Announcements (<i>one or more SEU stations</i>)	N	
5	Alpha Media Careers Website www.alphamediausa.com/careers/	N	2
6	www.indeed.com	N	3

Upload your resume - Let employers find you

alpha media jobs in Fort Dodge, IA

Sort by: **relevance** - date

1 job

On-Air Personality

Alpha Media

Fort Dodge, IA 50501

Estimated \$44.8K - \$56.7K a year

Full-time

- Engage with listeners via phone calls, contests, and social media.
- Retains current knowledge of all relevant social media platforms, shall engage fully in...

Today · More...

Overall, how relevant are these jobs?



Not at all

Extremely

Find jobs without searching

Subscribe to **alpha media in fort dodge, ia** job alert emails

Email address *

Subscribe

On-Air Personality

Alpha Media 106 reviews

Fort Dodge, IA 50501

Full-time

You must create an Indeed account before continuing to the company website to apply

Apply on company site



Job details

Here's how the job details align with your job preferences. Manage job preferences anytime in your [profile](#).

Job Type

Full-time

Alpha Media – Fort Dodge, IA is seeking an On-Air Personality for KTLB-FM Fort Dodge's Oldies station. The ideal candidate is an on-air personality with at least one year of experience who is capable of wearing many hats on the programming team, assisting with the production of multi-station/format programming, and has a passion for radio. The right person understands the interaction between the talent, clients, and audience at live remotes, appearances, station events, and on-air are a vital part of the station's ratings and success.

Responsibilities of this position may include:

- Engage with listeners via phone calls, contests, and social media.
- Produce topical content breaks and provide real-time updates.
- Broadcast live from remote locations and events.
- Introduces programs and music
- Reads commercial copy and public service announcements
- Writes commercial copy and public service announcements from bullet points.
- Operate control console.
- Conduct on-air interviews.
- Maintain traffic logs and transmitter readings.
- Conducts on-air interviews
- May act as Master of Ceremonies for public and/or private events
- Requires creativity, innovation, and original thought in the performance of on-air duties.
- Retains current knowledge of all relevant social media platforms, shall engage fully in providing, producing, and updating content on all active digital platforms, and shall use social media in driving listener traffic to...

ATTACHMENT C

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)

RECRUITMENT INITIATIVES FORM

October 1, 2021-September 30, 2022

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participate in events or programs sponsored by or on behalf of an educational institution relating to careers in broadcasting.	12/9/2021	On December 9 th , 2021, our SEU participated in a Leadership Fort Dodge Media Day located at Iowa Central Community College. During the meeting, the Market Manager discussed what jobs are available in the broadcast industry and specific Alpha Media Openings. We also discussed options that are available to young adults in finding and pursuing jobs in Iowa.
2.	EEO Management Training	6/16/2022	On June 16 th , 2022, our Market Manager participated in the Iowa Broadcaster Association Employment Law Webinar. The webinar covered several HR topics, including non-discrimination laws and practices, best practices for pandemic related HR issues and the FCC's EEO rules and expectations.
3.	Participate in events or programs sponsored on behalf of an educational institution relating to careers in broadcasting	Ongoing	During the reporting period, our SEU's Market Manager and Operations Manager served as members of the Broadcast Advisory Board at Iowa Central Community College. The Board meets twice per year, once during the Fall semester, and again during the Spring semester to design the broadcasting curriculum to ensure the students learn the skills needed to succeed in the broadcasting industry.
4.	Participate in events or programs sponsored on behalf of an educational institution relating to careers in broadcasting	June 1 – Aug. 30, 2022	During this period Alpha Media of Fort Dodge had 2 unpaid and 1 paid intern that completed their coursework through Iowa Central by participating in on-the-job training in all facets of the broadcast industry. The paid internship was conducted in partnership with the National Association of Farm Broadcasters.

2022 IBA SUMMER CONVENTION

June 16

Prairie Meadows

1 Prairie Meadows Drive, Altoona, IA 50009

REGISTRATION & BREAKFAST

8:00am – 8:45am

WELCOME

8:45am – 9am

OPENING KEYNOTE

9am – 9:30am

MORNING RADIO SALES SEMINAR

9:30am – 10:30am

Presenter: Jeff Schmidt

Topic: The 7 Steps to Selling Success

Sales can be confusing, particularly for new sellers just entering the career. It can be equally frustrating for veteran sellers who are so good at what they do, they've forgotten what they do, and they are just acting on instinct. Then something happens, say a global pandemic, and we are all right back to figuring out what will or what has made us successful. In this session we will walk you through the 7-Steps of Selling Success. A repeatable process that will help you achieve the level of excellence that you want

10:30am – 11:30am

Presenter: Jeff Schmidt

Topic: What Now, What Next? The world of marketing and advertising is changing faster than you can read this. In this fast-paced session, learn to embrace disruption, embrace new ideas, and maintain what makes traditional media vital and vibrant in the new media landscape. Things are ever changing, and you must change with them in order to thrive.

MORNING TV SALES SEMINAR

9:30am – 10:30am

Presenters: Brian Allers and Brad Seitter, TVB

Topic: Broadcast + OTT: A Winning Combination

- * Strategy behind using both Linear + OTT together
- * Local Advertiser Testimonials
- * Difference between the two mediums
- * Where to build OTT budgets

10:30am – 11:30am

Presenters: Brian Allers and Brad Seitter, TVB

Topic: Broadcast TV Wins Big

Broadcast TV emerged from the pandemic bigger, better, and stronger than ever. TVB will showcase the newest independent third-party research highlighting the strength of broadcast TV. Sports betting and political category spend data will also be discussed to drive home how strong our medium is performing. They'll also take a look forward to our bright future with NEXTGEN TV.

MORNING MANAGEMENT SESSIONS

9:30am – 10:30am

EEO Seminar

Presenter: David Oxenford

10:30am – 11:30am

Best Practices Roundtable – Placing Your Best Bets on The Future.

MORNING NEWS SEMINAR

9:30am – 11:30am

Presenter: Brendan Keefe, TEGNA & WXIA-TV

Topic: MMJ Skills in COVID Times

It was already tough enough being a solid MMJ storyteller, let alone an investigative MMJ. Then the pandemic happened. Like everyone else, multi award-winning investigative MMJ Brendan Keefe of Atlanta's WXIA-TV has had to make COVID adjustments to cover stories. Yet he has managed to break big stories, some garnering national headlines. Keefe recently tracked down several living voters that a Georgia voter fraud lawsuit claimed were dead, but still voted. He will show newsrooms the techniques he uses to make his MMJ reporting compelling and visually interesting, even in pandemic conditions.

2022 IBA AWARDS LUNCHEON

Noon – 1:30pm

Presentations:

2022 IBA UNI Media Scholarships

2022 IBA Annual Association Awards

AFTERNOON RADIO/TV SALES SEMINAR

1:30pm – 3:00pm

Presenter: Jeff Schmidt

Topic: Becoming A Source of Business Intelligence

It's vital to be known for what you know to grow your client list and one of the keys is being a source of business intelligence for decision makers in your community. This session is a deep dive into one or two hot categories that will help not only prospect but help develop stronger marketing strategies for your clients.

Hot industry categories in 2022 to choose:

- Healthcare
- Automotive
- Home Improvement
- Restaurants
- Recruiting Services
- Family Law/Legal Services

AFTERNOON NEWS SESSIONS

1:30pm – 3:30pm

Presenter: Brendan Keefe, TEGNA & WXIA-TV

Topic: Cover the Story You Find, Not The One Assigned: Prioritizing Creativity on Deadline

“Who has time to tell a great story? I’m just trying to make deadline!” Brendan Keefe just got back from covering Hurricane Ida in New Orleans. He’s a working journalist and MMJ facing deadlines and the pressures of working in a modern newsroom. Brendan will show you how choosing a creative focus can save you time and make you a better storyteller. He’ll also show you simple tech tools that can help you in the field. From creative stand-ups to multi-camera interviews, these are real-world methods for improving your work, building your personal brand, and furthering your career.

AFTERNOON MANAGEMENT SESSIONS:

1:30pm – 3pm

"FEDERAL & STATE UPDATE "

Tim Nelson, Brooks Pierce

David Oxenford, Wilkinson Barker Knauer

Nicole Gustafson, NAB

Brad Epperly, Nyemaster

Iowa Broadcasters Association

102 N. 2nd Avenue E. PMB #1009
Newton, IA 50208
515-224-7237
lwebster@iowabroadcasters.com
www.iowabroadcasters.com



INVOICE

BILL TO
KGLO-AM, KIAI-FM, KLSS-FM, KRIB-AM, KYTC-FM
341 S. Yorktown Pike
Mason City, IA 50401

INVOICE 469
DATE 06/11/2022
TERMS Due on receipt
DUE DATE 06/16/2022

DESCRIPTION	AMOUNT
convention registrations	200.00

convention registrations	BALANCE DUE
	\$200.00

KIAQ(FM), KKEZ(FM), KTLB(FM), KVFD(AM), KWMT(AM), KXFT(FM), KZLB(FM)

RECRUITMENT INITIATIVES FORM

October 1, 2022-September 30, 2023

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	EEO Management Training	9/15/2023	On September 15, 2023 our Market Manager participated in the Alpha Media Webinar covering the requirements of the FCC's EEO rules and expectations provided by Wiley.
2.	Participate in events or programs sponsored on behalf of an educational institution relating to careers in broadcasting	Ongoing	During the reporting period, our SEU's Market Manager and Operations Manager served as members of the Broadcast Advisory Board at Iowa Central Community College. The Board meets twice per year, once during the Fall semester, and again during the Spring semester to design the broadcasting curriculum to ensure the students learn the skills needed to succeed in the broadcasting industry.

The FCC's Equal Employment Opportunity Rules:

A Webinar for Alpha Media

On [DATE], the following individuals (listed by name and job title) participated in the above-noted training webinar presented by Wiley Rein, LLP.

Participants: *Jed Burns*

Signed: _____

Jed Burns

Job title: _____

Harriet Manger

Date: _____

9/15/2023