

Appendix 1 to

Covering the Period from October 1, 2019 to September 30, 2020

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. | Marketing Consultant                    | Radio Ads                   | 4   |
| 2. |   |                             |   |
| 3. |   |                             |   |
| 4. |   |                             |   |
| 5. |   |                             |   |

Total Number of Persons Interviewed During Applicable Period: 4

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2019 to September 30, 2020

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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<br><br>Radio Commercials | 1   | 1  |
| B | Iowa Broadcasters Association, Job Listing      | 3   | 0  |
| C | Company Website                                 | 0   | 0  |
| 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, 2019 to September 30, 2020

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### 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 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, 2019 to September 30, 2020, zero (0) high school students participated in the stations' training programs due to COVID-19.

#### **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.

The NIACC and Iowa Jobs Fair usually held each year in April was cancelled due to COVID-19, Therefore J Brooks and Michelle Horst were not able to participate in this annual career fair for the period October 1, 2019 to September 30, 2020.

Jamie Nelson recorded several area high school students for radio commercials, which gave them the opportunity to learn voice recording skills. This opportunity also provided these students with an experience on the radio process and employment opportunities in the broadcasting industry.

Bob Svec, morning show host at KCZE, participated as a mentor to the Turkey Valley FFA Chapter in teaching radio agriculture broadcasting.

**North Iowa Broadcasting Scholarship Program –**

During the reporting period, North Iowa Broadcasting (stations KLKK-FM, KSMA-FM, KCHA-FM, KCHA-AM) funded and promoted the North Iowa Broadcasting Communications 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.