

Appendix 1 to Annual EEO Public File Report Form

Covering the Period from October 1, 2009 to September 30, 2010

Stations Comprising Station Employment Unit: **KIOW-FM**

Section 1: Vacancy Information

Full Time Position Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for this Position
No job openings	none	none

Total number of persons interviewed during applicable period: none

Appendix 2 to Annual EEO Public File Report Form

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Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full Time Positions Which This Source Was Utilized
No sources used	none	none

Appendix 3 to Annual EEO Public File Report Form

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KIOW-FM

Description of Activities

1. Scholarship Program

- a. KLOW continues the Scholarship Award of \$250.00 to a graduating high school senior, who has shown a desire to pursue a career in broadcasting. Managers Tony Coloff and Sue Coloff designed the program with, Dan Rosacker, Forest City High School guidance counselor, and select the recipient. On May 13, 2010, the scholarship recipient was Ben Snyder of Forest City, Iowa
- b. KLOW also participated in the Iowa Broadcasters Association Scholarship program, which awards scholarships to deserving high school seniors who study broadcasting during their college careers. In February, March and April of 2010, KLOW aired public service announcements promoting the availability of an application at the KLOW business offices.

2. Internship Program

KLOW offered a College Intern Program to 6 area colleges. This program was designed to help students acquire and improve skills needed for broadcast employment. The internship was advertised on the college bulletin boards and web sites of:

1. Waldorf College, Forest City, Iowa
2. Iowa Lakes Community College, Estherville, Iowa
3. Buena Vista University, Storm Lake, Iowa
4. North Iowa Area Community College, Mason City, Iowa
5. Riverland Community College, Austin, Minnesota
6. University of Northern Iowa, Cedar Falls, Iowa

KLOW Operations Manager Karl Wooldridge interviewed 2 student applicants.

From June 1, 2010 to August 14, 2010, hired as a paid intern was: Paige Buns of Woden, senior high school student at Woden-Crystal Lake high school in Crystal Lake, Iowa.

3. Community Broadcast Skills Program

KLOW established a program, designed to assist members of the community to acquire the skills needed for broadcast employment. KLOW advertised and recruited 1 local area person, and trained them with a hands-on on-the-job training opportunity conducted by KLOW Announcer Kit Cameron. The trainee has then been scheduled for paid parttime control board and announcing work hours on KLOW.

KIOW has continued another program designed to assist members of the community to acquire the skills needed for broadcast employment. Kit Cameron, Announcer, and Tony Coloff, General Manager, selected, trained, and supervised, 7 4-H members, from 2 different county fairs, to prepare, conduct, and record interviews with their County Fair Grand Champion winners, which are then broadcast on KIOW.

**In July 2010, 4-H interns serving:
from the Winnebago County Fair:**

Felicity Olson
Tony Wubben

from the Hancock County Fair:

Mattie Tusha
Kim Dornbier
Liz Tusha
Jack Bertilson
Misty Hinson