

Appendix 1 to

Covering the Period from October 1, 2022 to September 30, 2023
Stations Comprising Station Employment Unit: **KIOW-FM, KHAM-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.	There were no full time hires made during the reporting period.		
2.			
3.			
4.			
5.			

Total Number of Persons Interviewed During Applicable Period:

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from October 1, 2022 to September 30, 2023
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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			
B			
C			
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, 2022 to September 30, 2023
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Section 3: **Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KIOW-FM, KHAM-FM.**

Description of Activities:

Internship Program

Stations continued a program designed to assist members of the community to acquire the skills needed for broadcast employment. Stations advertised and recruited Michael Burns, Noah Miller, and John Lentz for various on the job training opportunities based on their courses of study. The trainees have been scheduled for paid and unpaid part-time work on KIOW and KHAM.

Community Broadcast Skills Program

Stations continued another program designed to assist members of the community to acquire skills needed for broadcast employment. Account Executive Angela Nelson trained and supervised 2 4-H members at the Winnebago County Fair and 7 4-H members at the Hancock County District Fair to prepare, conduct, and record interviews with their County Fair Grand Champion and Reserve Champion winners, which were broadcast on KIOW.

Winnebago County Fair Reporters

Molly Holtan

Bree Rogne

Allison Rygh

Hancock County District Fair Reporter

Rachael Hanson

Scholarship Program

- a. KLOW continues a scholarship award of \$500.00 to a graduating senior at Forest City High School, who shows a desire to pursue a career in broadcasting. Owners Tony and Sue Coloff designed the program with Liz Thompson of the Forest City Education Foundation, and selected the recipient. The 2023 recipient was Brody Dirksen.
- b. KHAM continues a scholarship award of \$300.00 to a graduating senior of West Hancock High School, who shows a desire to pursue a career in broadcasting. The 2023 recipient was Jenna Marchand.
- c. In partnership with our digital partner company, Coloff Digital, a scholarship was presented to Jadyn Welch for graphic design and art education.
- d. KLOW, in partnership with North Iowa Broadcasting, Inc. in Mason City, IA, sponsored 3 \$1,000 general education scholarships to NIACC in Mason City to 3 different individuals.