

# **KDAO-FM, KDAO-AM, KTDV-FM, KDAO-LPTV**

## **ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report (Annual EEO Report) is to comply with Section 73.2080 of the FCC's EEO Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules: KDAO-FM, Eldora, IA., KDAO-AM, KDAO-LPTV, Marshalltown, IA., and KTDV-FM, State Center, IA.

The information contained in this Annual EEO Report covers the time period from **September 27<sup>th</sup>, 2008 to and including September 26<sup>th</sup>, 2009**(the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the stations about any new job openings, which are separately identified;
3. The recruitment source that referred the hiree 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 community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the Applicable Period.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information and summarize the stations EEO efforts during the Applicable Period. This Annual Report was placed in each station's public inspection file on September 27th, 2009 and posted on the stations' web site, in accordance with the FCC's EEO Rules.

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 accepted, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, by telephone or by email.

# **APPENDIX 1**

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **SEPTEMBER 27<sup>th</sup>, 2008 TO SEPTEMBER, 26<sup>th</sup>, 2009.**  
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,  
KTDV-FM AND KDAO-LPTV.

## **Section 1: Vacancy Information**

### **Full-time Positions**

#### **Filled By Job Title and Date Hired**

#### **Recruitment Source of Hiree**

- |  |         |  |
|--|---------|--|
| 1. Morning show host<br>FOR KDAO-FM                    | 2/13/09 | Brown College, Mendota Heights, MN.  |
| 2. Account Executive<br>FOR KDAO AM/FM/TV &<br>KTDV-FM | 4/14/09 | Marshalltown Community College/Iowa<br>Valley Continuing Education website and jobs<br>publication |

Total Number of Persons Interviewed During Applicable Period:   22

## **APPENDIX 2**

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **SEPTEMBER 27<sup>th</sup>, 2008 TO SEPTEMBER 26<sup>th</sup>, 2009.**  
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,  
KTDV-FM AND KDAO-LPTV.

### **Section 2: Recruitment Source Information**

<b>Recruitment Source</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
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BROWN COLLEGE KAROL BAUMEISTER 1440 NORTHLAND DRIVE MENDOTA HEIGHTS, MN. 55120 PHONE: 651-905-3499 (3400 is the main number) FAX: 651-905-3550 EMAIL: kbaumeister@browncollege.edu	7	<b>Position 1</b>
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MARSHALLTOWN COMMUNITY COLLEGE SANDY SUPIANOSKI 3700 SOUTH CENTER STREET MARSHALLTOWN, IA. 50158 PHONE: 641-752-7106 FAX: 641-754-1343 Sandy.Supianoski@iavalley.edu	3	<b>All Positions</b>
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IOWA ASSOCIATION OF BROADCASTERS WEBSITE <a href="http://www.iowabroadcasters.com">www.iowabroadcasters.com</a> SUE TOMA P.O. BOX 71186 DES MOINES, IA. 50325 PHONE: 515-224-7237 FAX: 515-224-6560 EMAIL: <a href="mailto:iowaiba@dwx.com">iowaiba@dwx.com</a>	2	<b>All Positions</b>
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## APPENDIX 2 (continued)

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Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
BROADCAST CENTER JOHN CARROLL 2360 HAMPTON AVE. ST. LOUIS, MO. 63139 PHONE: 314-647-8181 FAX: 314-647-1575 EMAIL: <a href="mailto:placement@broadcastcenterinfo.com">placement@broadcastcenterinfo.com</a> WEBSITE: <a href="http://www.broadcastcenterinfo.com">www.broadcastcenterinfo.com</a>	1	Position 1
M.C.C. JOB FAIR MARSHALLTOWN, IA.	8	Position 2
IOWA CENTRAL COMMUNITY COLLEGE DAVE RAEDEKER ONE TRITON CIRCLE FORT DODGE, IA. 50501 PHONE: 515-576-7201 OR 800-362-2793 FAX: 515-576-7724 EMAIL: <a href="mailto:Raedeker@iowacentral.edu">Raedeker@iowacentral.edu</a>	0	Position 1
IOWA STATE UNIVERSITY BUSINESS CAREER CENTER AMES, IA. 50011 PHONE: 515-294-2542 USE WEBSITE: <a href="http://www.iastate.edu">www.iastate.edu</a> GO TO ISU CAREER MANAGEMENT SERVICE (cms)	0	Position 1

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## APPENDIX 2 (continued)

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UNIVERSITY OF IOWA COMMUNICATIONS STUDIES DEPT. 105 BCSB IOWA CITY, IA. 52242-1529 ATTN: BARBARA SURBER PHONE: 319-335-0575 FAX: 319-335-2930 EMAIL: <a href="mailto:barbara-surber@uiowa.edu">barbara-surber@uiowa.edu</a>	0	<b>Position 1</b>
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IOWA WESTERN COMMUNITY COLLEGE GINA HART 2700 COLLEGE ROAD COUNCIL BLUFFS, IA. 51503 712-325-3200 main number 712-325-3326 direct number 800-432-5852 main number 712-325-3391 fax EMAIL: <a href="mailto:ghart@iwcc.edu">ghart@iwcc.edu</a>	0	<b>Position 1</b>
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GRAND VIEW COLLEGE ADDRESS 1200 GRANDVIEW AVENUE SUSIE STEARNS DES MOINES, IA. 50316 PHONE: 515/263-2955 E-MAIL: <a href="mailto:sstearns@gvc.edu">sstearns@gvc.edu</a> WEB SITE: <a href="http://www.careerctr.gvc.edu">www.careerctr.gvc.edu</a>	0	<b>Position 1</b>
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ILLINOIS CENTER FOR BROADCASTING 55 W. 22 <sup>nd</sup> ST. LOMBARD, IL. 60148 JOHN WASSEL---JOB PLACEMENT DIRECTOR 630-916-1700 ext 106 630-916-1764 FAX EMAIL: <a href="mailto:placement.chicago@beonair.com">placement.chicago@beonair.com</a>	0	<b>Position 1</b>

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## APPENDIX 2 (continued)

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IOWA LAKES COMMUNITY COLLEGE ROBERT PRITCHARD 300 SOUTH 18 <sup>th</sup> STREET ESTHERVILLE, IA. 51334 712-362-2604 800-242-5106 EMAIL: pritchard@iowalakes.edu	0	<b>Position 1</b>
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UNIVERSITY OF NORTHERN IOWA CAREER SERVICES KRIS PETERSON 102 GILCHRIST HALL CEDAR FALLS, IA. 50614-0384 PHONE: 319-273-6857 FAX: 319-273-6998 EMAIL: placement@uni.edu	1	<b>Position 1</b>
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WARTBURG COLLEGE 100 WARTBURG BLVD. DEREK SOLHEIM WAVERLY, IA. 50677 PHONE: 319-352-8615 E-MAIL: <a href="mailto:derek.solheim@wartburg.edu">derek.solheim@wartburg.edu</a> WEB SITE: <a href="http://www.wartburg.edu/careers">www.wartburg.edu/careers</a>	0	<b>Position 1</b>

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## APPENDIX 3

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **SEPTEMBER 27<sup>th</sup>, 2008 TO SEPTEMBER 26<sup>th</sup>, 2009.**  
STATIONS COMPRISING STATION EMPLOYMENT UNIT: KDAO-FM, KDAO-AM,  
KTDV-FM AND KDAO-LPTV.

### **Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations KDAO-FM, KDAO-AM, KTDV-FM AND KDAO-LPTV:**

KDAO FM/AM/LPTV AND KTDV-FM HAS ACHIEVED BROAD OUTREACH THROUGH THE FOLLOWING ACTIONS:

1. KDAO FM/AM/LPTV and KTDV-FM co-sponsored a job fair with Marshalltown Community College/Iowa Valley Continuing Education. This job fair was held on April 1<sup>st</sup>, 2009. All management personnel of KDAO FM/AM/LPTV and KTDV-FM, specifically Mark Osmundson and John Wirkler participated in the planning sessions and decision making processes for this job fair. KDAO FM/AM and KTDV-FM also donated over ten hours of combined air time to promoting this event to encourage employees to have booths at the job fair and the general public to attend the job fair. KDAO FM/AM/LPTV and KTDV-FM also staffed a booth at the job fair to make those in attendance aware of positions available at KDAO FM/AM/LPTV and KTDV-FM. We also answered questions about job opportunities in Radio and TV. In all, Mr. Osmundson and Mr. Wirkler visited with 8 people about positions at KDAO FM/AM/LPTV and KTDV-FM as well as careers in radio and television in general.
2. C.E.O. and General Manager of KDAO FM/AM/LPTV and KTDV-FM, Mark Osmundson actively participates in the Iowa Broadcasters Association Scholarship Program. This year this program provided three scholarships to qualified students through the Quarton-McElroy/IBA Endowment Fund. Mr. Osmundson, serves on the Board of Directors of the Fund thus helping to make the decisions about the way the Fund is operated and in approving the winners of the scholarship. Each scholarship awarded totals \$16,000 in college assistance to deserving students seeking broadcast careers at approved Iowa colleges and universities in broadcasting-electronic media, telecommunicative arts, broadcast production, or broadcast journalism. Additionally, two students in the University of Northern Iowa Electronic Media Studies program received scholarships totaling \$8,000 to continue their education at that school. In 2009, the Endowment Fund provided \$1,000 to each of five Community Colleges in Iowa to support communications programs at those schools.

### **APPENDIX 3 (continued)**

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3. KDAO FM/AM and KTDV-FM has broadcast over one hundred-fifty 30 second announcements during the period covered by this report alerting groups wishing to be notified about job openings at KDAO FM/AM/LPTV to contact the stations to be put on a notification list.
  
4. On October 21<sup>st</sup>, 2008, KDAO FM/AM/LPTV and KTDV-FM participated in a job shadow experience with the Miller Middle School in Marshalltown. Station Manger, John Wirkler, conducted the job shadow explaining careers and educational requirements for jobs in radio and television to the interested student.
  
5. On April 23<sup>rd</sup>, 2009, KDAO FM/AM/LPTV and KTDV-FM, Station Manager, John Wirkler, spoke to the Audio Visual and Music class at the South Hardin High School. Mr. Wirkler explained to the students present the various jobs and educational requirements to attain jobs in radio and television.