

Appendix 1 to

Covering the Period from October 1, 2007 to September 30, 2008

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.	<b>News Director</b>	<b>Radio Commercials</b>	<b>3</b>
2.	<b>Account Executive</b>	<b>Radio Commercials</b>	<b>4</b>
3.	<b>Production Director</b>	<b>Referral</b>	<b>2</b>
4.	<b>Program Director</b>	<b>Radio Commercials</b>	<b>3</b>
5.	<b>Morning Show Host</b>	<b>Brown College Placement</b>	<b>7</b>

Total Number of Persons Interviewed During Applicable Period: 19

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 for Which This Source Was Utilized
A	<b>Station Website</b>	0	0
B	Referral	4	1
C	<b>KCHA, KCZE, KLKK, KSMA</b> <b>Radio Commercials</b>	8	3
D	IBA Website	2	0
E	Brown College Recruitment	5	1

\*Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report Form

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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 a 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.

**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.

**Iowa Broadcasters Scholarship Program –**

All stations in the employment group participate in the IBA Scholarship program, which awards scholarships to deserving high school seniors who study broadcasting during their college careers. Each station airs public service announcements promoting the application availability at the station office.