

Appendix 1 to

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

Stations Comprising Station Employment Unit: **KCVM-FM, KCNZ-AM,
KDNZ-AM**

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.	Account Executive	Radio Commercials	10
2.	Account Executive	Radio Commercials	10
3.			
4.			
5.			

Total Number of Persons Interviewed During Applicable Period: 10

Appendix 2 to

Annual EEO Public File Report Form

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

**Stations Comprising Station Employment Unit: KCVM-FM, KCNZ-AM,
KDNZ-AM**

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	Station Website	0	0
B	Referral	2	0
C	KCVM, KCNZ, KDNZ Radio Commercials	6	2
D	IBA Website	1	0
E	All Access.com	1	0

*Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report Form

Stations Comprising Station Employment Unit: **KCVM-FM, KCNZ-AM, KDNZ-AM**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KCVM-FM, KCNZ-AM, KDNZ-AM.

Description of Activities:

Internship Program –

KCVM-FM, KCNZ-AM and KDNZ-AM 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 at University of Northern Iowa (UNI) and Wartburg College.

Three (3) interns took part in the program during the reporting period of October 1, 2007 to September 30, 2008.

School Career Fairs/Events –

KCVM-FM, KCNZ-AM and KDNZ-AM 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.

School Career Fairs/Events during the reporting period of October 1, 2007, to September 30, 2008, include:

Hansen School Career Fair, Jim Coloff, General Manager

Central Middle School Career Fair, Melody Judge, Promotions Director

MAC Career Exploration Night, Jim Coloff, General Manager

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.

School Communication Award –

KCVM-FM awarded the Communicator Award locally in the Cedar Falls School District at Hansen School. The award is given to a student who has demonstrated skill and ability in the field of communication. The student was chosen in May, 2008.