

Appendix 1 to

Covering the Period from October 1, 2024 to September 30, 2025

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	None		
2			
3			
4			
5			

Total Number of Persons Interviewed During Applicable Period:

Appendix 2 to

Annual EEO Public File Report Form

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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	Radio Commercials		
B	Coloffmedia.com		
C	Iowa Broadcasters Site		
D	Indeed.com		
E			

*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.

During the reporting period covering the Period from October 1, 2024 to September 30, 2025, one high school student participated in the stations' training programs. Rudd, Rockford, Marble Rock School District student, Journey Heath.

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.

Employee J Brooks and Jamie Nelson presented information about employment opportunities to area high school students on behalf of North Iowa Broadcasting.

North Iowa Broadcasting Scholarship Program –

During the reporting period, North Iowa Broadcasting (stations KLKK-FM, KSMA-FM, KCHA-FM, KCHA-AM) funded and promoted the North Iowa Broadcasting Communications scholarship program at NIACC (North Iowa Area Community College) in Mason City, Iowa. The program awarded three (3), \$1,000 scholarships to area students attending NIACC to pursue higher education degrees. The students awarded the scholarships in 2025 were:

Tara Lee from Joice, Iowa

Nolan Reser from Greene, Iowa

Hannah Sterrenberg from Joice, Iowa

During the reporting period, North Iowa Broadcasting (stations KLKK-FM, KSMA-FM, KCHA-FM, KCHA-AM) funded and promoted scholarships at area high schools to promote broadcast journalism, communication and digital media training. The \$500 Northwood Kensett Schools scholarship was presented to Kyle Bueher. The Osage Schools Scholarship was presented to Sierra Jones in the amount of \$500.