Appendix 1 to

Covering the Period from October 1, 2025 to September 30, 2026

Stations Comprising Station Employment Unit: **KLKK-FM & KSMA-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

Covering the Period from October 1, 2025 to September 30, 2026

Stations Comprising Station Employment Unit: **KLKK-FM & KSMA-FM,**

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

Covering the Period from October 1, 2025 to September 30, 2026

Stations Comprising Station Employment Unit: **KLKK-FM & KSMA-FM,**

Section 3: **Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KLKK-FM & KSMA-FM**

Description of Activities:

Internship Program –

KLKK and KSMA annually conduct 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, 2025 to September 30, 2026, several students were trained and assisted with audio and video sports productions for Northwood Kensett and Mason City Sports broadcasts.

School Career Fairs/Events –

KLKK & KSMA 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) 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 2026 were:

Reese Berding, Mason City, Iowa
Taryn Boehmer, Mason City, Iowa
Mackenzie Clemens, Clear Lake, Iowa

During the reporting period, North Iowa Broadcasting (stations KLKK-FM and KSMA-FM) 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 Sophia Butler.