

**APPENDIX 1**  
TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **October 1<sup>st</sup>, 2010 TO October 1<sup>st</sup>, 2011.**  
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT:  
**KICD-AM, KICD-FM AND KLLT-FM**

**Section 1: Vacancy Information**

<b><u>Full-time Positions Filled by Job Title</u></b>	<b><u>Recruitment Source of Hiree</u></b>	<b><u>Total Number of Interviewees from All Sources For This Position</u></b>
1. Sales Representative	Northwest Iowa Shopper	5
2. Midday Announcer Lite 104.9	Word of Mouth	1

Total Number of Persons Interviewed During Applicable Period: **6**

## **APPENDIX 2**

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM OCTOBER 1<sup>ST</sup>, 2010 TO OCTOBER 1<sup>ST</sup>, 2011  
STATIONS COMPRISING STATION EMPLOYMENT UNIT:  
KICD-AM, KICD-FM AND KLLT-FM

### **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>
---------------------------	---	---

---

IOWA LAKES COMMUNITY COLLEGE 300 South 18 <sup>th</sup> Street Estherville, Iowa 51334 Bob Pritchard, Instructor (712) 362-2604 <a href="mailto:rpritchard@iowalakes.edu">rpritchard@iowalakes.edu</a>	0	1
--	---	---

---

BROADCAST CENTER 2360 Hampton Ave. St. Louis, MO John Carrol , Placement Director 314.647.8181 telephone <a href="http://www.broadcastcenterinfo.com">www.broadcastcenterinfo.com</a>	0	1
--	---	---

---

BROWN COLLEGE 1440 Northland Dr. Mendota Heights, MN 55120 (651) 905-3400	0	1
--	---	---

---

IOWA ASSOCIATION OF BROADCASTERS WEBSITE <a href="http://www.iowabroadcasters.com">http://www.iowabroadcasters.com</a>	0	2
--	---	---

---

MAINSTREET MARKETING AND PROMOTIONS Main Street Tattler 4517 Minnetonka Blvd. Suite 104 Minneapolis, MN. 55416	0	0
---	---	---

---



### **APPENDIX 3**

**TO THE ANNUAL EEO PUBLIC FILE REPORT FORM  
COVERING THE PERIOD FROM **OCTOBER 1, 2010 TO OCTOBER 1, 2011**  
STATIONS COMPRISING STATION EMPLOYMENT UNIT:  
**KICD-AM, KICD-FM  
AND KLLT-FM****

#### **Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Stations KICD-AM, KICD-FM and KLLT-FM**

KICD-AM, KICD-FM AND KLLT-FM HAVE ACHIEVED BROAD OUTREACH THROUGH THE FOLLOWING ACTIONS:

1. KICD AM & FM and KLLT FM have broadcast announcements on a monthly basis alerting the public and those interested of our on air openings.
2. KICD AM & FM and KLLT FM broadcast various public affairs interviews during the year.
3. KICD AM & FM and KLLT FM offer a paid and unpaid internship program. Interns register for the internship and receive college credit for the experience. The individuals keep a log of hours and compose a reflection paper on their experience. Our radio stations then evaluate the intern after internship completion and forward that to the broadcast instructor at Iowa Lakes Community College.
4. KICD AM & FM and KLLT FM will broadcast severe weather warnings within the broadcast area to alert the public. When public functions are cancelled or postponements, the stations will make those announcements over the air.