

Employment Unit Location/Name: O-Town Communications, Inc.

Unit Members (List all station call signs and communities of license):

KKSI fm – Eddyville, IA
KRKN fm – Eldon, IA

KTWA fm – Ottumwa, IA
KBIZ am – Ottumwa, IA

EEO Contact Information for Employment Unit:

O-Town Communications, Inc.
416 E. Main St.
Ottumwa, IA 52501

Telephone Number: 641-684-5563 ext. 23
Contact Person: Greg H. List, General Manager

EEO Public File Report
October 1st, 2010 – September 30, 2011

A. Full-Time Vacancies Filled During the Past Year

| Job Title | Date Filled | Referral Source |
|---------------------------------|--------------------|---------------------------------------|
| 1. Sales & Marketing Consultant | 04/04/11 | Radio Advertising on our Stations |
| 2. Operations Manager | 06/20/11 | Iowa Broadcasters Association Website |
| 3. Sales & Marketing Consultant | 09/01/11 | Advanced from a Part-time Position |

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Sales and Marketing Consultant

Date Filled: 04/04/11

| | Number of People Interviewed | Number of People Hired |
|---|------------------------------|----------------------------|
| All sources appearing in Section D were used to fill this position. | 8 | 1 full time 1 part time |

2. Job Title: Operations Manager

Date Filled: 06/20/11

| | Number of People Interviewed | Number of People Hired |
|---|------------------------------|------------------------|
| All sources appearing in Section D were used to fill this position. | 16 | 1 |

3. Job Title: Sales and Marketing Consultant

Date Filled: 09/01/11

| | Number of People Interviewed | Number of People Hired |
|-------------------------------------|------------------------------|------------------------|
| Advancement from part-time position | 1 | 1 |

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year: (raw number) 25

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Source:

| Source | Contact Person | Address | Phone | Number of People Interviewed | Number of People Hired |
|---|--|---|--|------------------------------|------------------------|
| Brown Institute of Broadcasting | Ms. Karol Baumeister | Mendota Heights, MN 55120 | Ph: 651-905-3499 Fax: 651-905-3555 | 0 | 0 |
| Iowa Central College | David Raedeker | 330 Ave M, Ft. Dodge, IA 50501 | 800-362-2793 | 0 | 0 |
| Iowa Broadcasters Association www.iowabroadcasters.com | Sue Toma | P.O. Box 71186, Des Moines, IA 50325 | 515-224-7237 | 8 | 1 |
| Iowa Workforce Development | | 105 West Main St, Ottumwa, IA 52501 | 641-684-5401 | 0 | 0 |
| Missouri Broadcasters Association | | P.O. Box 104445, Jefferson City, MO 65110 | Ph: 573-636-6692 Fax: 573-634-8258 | 0 | 0 |
| KKSI-KRKN-KBIZ-KTWA Radio Ads | Greg H. List, GM | 416 E. Main St. Ottumwa, IA 52501 | Ph: 641-684-5563 x23 Fax: 641-684-5832 | 11 | 2 |
| KKSI-KRKN-KBIZ-KTWA Websites | www.kissclassicrock.com – www.krknnewcountry.com – www.kbizam.com – www.ktwafm.com | | | 3 | 0 |
| Word of Mouth (personal referrals) | | | | 2 | 0 |

E. Outreach Activities

Outreach Activity Description

10/1/10 – 09/30/11

- Continued our internship program for the period 10/1/10 – 09/30/11. The program is designed to teach skills needed for broadcast industry employment. The intern works with the station staff on broadcast and website content production. The internship provides skill development opportunity and exposure to radio station operations. Currently we have a Volunteer Intern working in the Traffic Dept. to develop Office Administration skills for future employment.
- February '11 Participation in business showcase at Penn Central Mall in Oskaloosa
- March '11 Ottumwa Business showcase, set up both display as well as information on radio stations applications being accepted for present and future full-time, part-time and intern openings.
- March '11 Fairfield Business showcase, set up both display as well as information on radio stations applications being accepted for present and future full-time, part-time and intern openings.
- May '11 Iowa Workforce Development Job Fair – Participated in job fair at the Indian Hills Community College in Ottumwa, set up both display as well as information on radio stations applications being accepted for present and future full-time, part-time and intern openings, and advertised Job Fair on KKSI-KRKN-KBIZ-KTWA radio stations.
- Several times each year our stations will conduct studio tours for school-aged children, particularly scouting groups and High School Communications classes. Tour guides describe station operations and the jobs performed by various staff members. This exposure provides background and context to broadcast careers.
- The Following is a list of Training Programs that our station staff has participated in throughout the year.
 - Winter (January, 2011) Iowa Broadcasters Seminar
 - Summer (June, 2011) Iowa Broadcasters Seminar
 - Weekly Sales Meetings (one-on-one and in group setting)
 - Monthly Staff Meetings
- KTWA fm has a live weekly Latino program, hosted by 3 – 4 Hispanic volunteers who are well known to the areas Latino population. The show is designed to bring entertainment, news and activities to our Hispanic listeners every Sunday.