

**Annual EEO Public File Report Form
KDTH AM / KATF FM / KGRR FM / WVRE FM**

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KDTH AM Dubuque, Iowa; KATF FM Dubuque, Iowa; KGRR FM Epworth, Iowa and WVRE FM Dickeyville, Wisconsin and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 8/1/16 to and including 7/31/17 (The “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” where he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to
Annual EEO Public File Report Form

Cover the Period from 8/1/16 to 7/31/17

Station(s) Comprising Station Employment Unit:
KDTH AM / KATF FM/ KGRR FM / WVRE FM

Section 1: Vacancy Information

| | Full-time Positions Filled By Job Title | Recruitment Source of Hire | Total Number of Interviewees from All Sources for This Position |
|---|--|-----------------------------------|--|
| 1 | | | |
| 2 | | | |
| 3 | | | |
| 4 | | | |
| 4 | | | |
| 5 | | | |
| 6 | | | |
| 7 | | | |
| 8 | | | |
| 9 | | | |

Total Number of Persons Interviewed During Applicable Period: 0

Appendix 2 to
Annual EEO Public File Report Form

Cover the Period from 8/1/16 to 7/31/17

Station(s) Comprising Station Employment Unit:
KDTH AM / KATF FM/ KGRR FM / WVRE FM

Section 2: Recruitment Source Information

*Indicates sources that have requested notification of job openings.

| | 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 | Career Services | 0 | 0 |
| | Clarke College | | |
| | 1550 Clarke Dr | | |
| | Dubuque, IA | | |
| | (563) 588-6300 | | |
| B | Student Life | 0 | 0 |
| | Loras College | | |
| | 1450 Alta Vista | | |
| | Dubuque IA | | |
| | (563) 588-7100 | | |
| C | Kelly Kramer | 0 | 0 |
| | NICC | | |
| | 10250 Sundown Rd | | |
| | Peosta IA | | |
| | (563) 556-5110 | | |
| D | Sheila Martin | 0 | 0 |
| | SW Wisc Tech | | |
| | 1800 Bronson | | |
| | Fennimore WI | | |
| | 1-800-362-3322 | | |
| E | Deb Clarke | 0 | 0 |
| | U of Dubuque | | |
| | 200 University Ave | | |
| | Dubuque IA | | |

| | | | |
|----------|------------------------------|----------|----------|
| | (563) 589-3113 | | |
| F | UW Platteville | 0 | 0 |
| | Placement Services | | |
| | 1 University Plaza | | |
| | Platteville WI | | |
| | 608-342-1183 | | |
| G | Iowa Workforce | 0 | 0 |
| | 590 Iowa St | | |
| | Dubuque IA | | |
| | (563) 556-5800 | | |
| | | | |
| H | Iowa Broadcasters | 4 | 0 |
| | Iowa Broadcasters.com | | |
| | 515-224-7237 | | |
| | | | |
| I | Brown College | 0 | 0 |
| | Minneapolis MN | | |
| | (763) 279-2400 | | |
| J | DubuqueHelpWanted.com | 0 | 0 |
| | | | |
| | | | |
| K | | | |
| | | | |
| | | | |
| L | | | |
| | | | |
| M | | | |

Appendix 3 to
Annual EEO Public File Report Form

Cover the Period from 8/1/16 to 7/31/17

Station(s) Comprising Station Employment Unit:
KDTH AM / KATF FM/ KGRR FM / WVRE FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by KDTH, KATF, KGRR, WVRE.

**SUPPLEMENTAL RECRUITMENT ACTIVITES
UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: KDTH/KATF/KGRR/WVRE

1. Activity Women’s Leadership Network Conference

Date(s) 9/14/16

Participating Employees: Tom Parsley, Lisa Delaney, Perry Mason

Host/Sponsor of Activity: Women’s Leadership Network

Brief Description of Activity and Station Participation:

Co-Sponsored day long conference – Lead Yourself With Confidence
The conference is a one day event designed to promote professional and
personal women. Running from 8am-4:30pm at Northeast Iowa
Community College included a wide array of speakers, exhibits and
activities.

**SUPPLEMENTAL RECRUITMENT ACTIVITES
UNDERTAKEN BY THE STATION**

Station(s) Claiming Credit: KDTH/KATF/KGRR/WVRE

5. Activity Business Summit

Date(s): 5/23/17

Participating Employees: Tom Parsley, Perry Mason, and Lisa Delaey

Host/Sponsor of Activity: Northeast Iowa Community College

Brief Description of Activity and Station Participation:

In this time of unprecedented generational change: four generations in the workforce, five generations in the marketplace. Strategies that work for one generation can fail others. This divide is a costly challenge or breakthrough opportunity, depending entirely how you and your leaders respond. Unlock the power of generations by attending the Northeast Iowa Community College Business and Community Solutions' Business Summit. Through the summit you will have access to the experience and perspective of business professionals facing the same challenges you may have and the tools, strategies and best practices to compete successfully in today's rapidly changing business environment. This action packed event will feature high caliber keynotes, small group breakouts and networking opportunities.

