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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 8/1/18 to and including 7/31/19 (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 8/1/18 to 7/31/19

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	News Reporter	IBA	4
2			
3			
4			
4			
5			
6			
7			
8			
9			

Total Number of Persons Interviewed During Applicable Period: 4

Appendix 2 to
Annual EEO Public File Report Form

Cover the Period from 8/1/18 to 7/31/19

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

	Dubuque IA		
	(563) 589-3113		
F	UW Platteville	0	1
	Placement Services		
	1 University Plaza		
	Platteville WI		
	608-342-1183		
G	Iowa Workforce	0	1
	590 Iowa St		
	Dubuque IA		
	(563) 556-5800		
H	Iowa Broadcasters	3	1
	Iowa Broadcasters.com		
	515-224-7237		
I	DubuqueHelpWanted.com	0	0
J			
K			
L			
M			

Appendix 3 to
Annual EEO Public File Report Form

Cover the Period from 8/1/18 to 7/31/19

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 ACTIVITIES
UNDERTAKEN BY THE STATION**

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

1. Activity **Women's Leadership Network Conference**

Date(s) 9/12/18

Participating Employees: Tom Parsley, Lisa Delaney, Perry Mason, Jim Bardon

Host/Sponsor of Activity: Women's Leadership Network

Brief Description of Activity and Station Participation:

Co-Sponsored daylong conference: Develop – Connect – Recognize
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 ACTIVITIES
UNDERTAKEN BY THE STATION**

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

2. Activity Career Fair

Date(s): 3/21/19

Participating Employees: Josh Crowell and Lisa Bennett

Host/Sponsor of Activity: Career Day at Area High Schools and Colleges

Brief Description of Activity and Station Participation: _____

Josh Crowell and Lisa Bennett attended the Benton High School Career Day – made presentations on Radio Broadcasting to 2 classes of 20 students each

**SUPPLEMENTAL RECRUITMENT ACTIVITES
UNDERTAKEN BY THE STATION**

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

3. Activity Explorer Program for High School Students

Date(s): 9/13/18-10/11/18

Participating Employees: Tom Parsley, Perry Mason, John Leicht, Josh Crowell, and Michael Kettering

Host/Sponsor of Activity: Boy Scouts of America

Brief Description of Activity and Station Participation:

The Radio Dubuque stations have been designated as an Explorer Post for the area Boy Scouts of America Council. Each Spring, students from all of the area high schools are given a career interest survey through their schools guidance counselors. One of the categories in the survey is for Marketing and Promotions, Radio Broadcasting and Radio Journalism. The staff at Radio Dubuque has developed a 6 week course for those students interested in attending. Each class is held at the station weekly and offers hands on exposure to Sales, Marketing, Promotions, On Air Broadcasting, News and Sports coverage. The program is designed for students 14-18 years of age and Between 15-20 students participate in the actual classes.
