

**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 8/1/21 to and including 7/31/22 (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 hire 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 8/1/21 to 7/31/22

Station(s) Comprising Station Employment Unit:
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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	Sales Representative	Radio Commercials	1
2			
3			
4			
4			
5			
6			
7			
8			
9			

Total Number of Persons Interviewed During Applicable Period: 1

Appendix 2 to
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Cover the Period from 8/1/21 to 7/31/22

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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 Wise 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	0	0
	Iowa Broadcasters.com		
	515-224-7237		
I	DubuqueHelpWanted.com	0	0
J	Radio Dubuque	1	1
	1055 University Ave		
	Dubuque, IA 52002		
	563-690-0800		
L			
M			

Appendix 3 to
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Cover the Period from 8/1/21 to 7/31/2022

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

A commercial schedule was placed with the Radio Dubuque stations, including KDTH, KATF, KGRR, and WVRE to advertise a job opening within our company for a Sales Representative.

The commercial schedule ran from 6/3/22 – 6/16/22. 28 x :30 commercials ran each week, during the 2 week schedule. The total number of ads on each station was 56. Adding up all 4 radio stations, the total number of commercials aired was 224.

The applicant contacted the radio station, and interviewed with our GM, Perry Mason on 6/21/22.

The applicant's start date was 7/12/22

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

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

1. Activity **Women of Achievement**

Date(s) April 16th, 2022

Participating Employees: Perry Mason, Jim Bardon

Host/Sponsor of Activity: Women's Leadership Network

Brief Description of Activity and Station Participation:

Women's Leadership Network of Dubuque. On April 16th, we will host the annual "Women of Achievement" event. Nominate a woman you know who deserves to be honored for leading, inspiring, or influencing the lives of others, either professionally or personally.

The event was held virtually due to Covid concerns.

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

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

2. Activity **Attitude of Gratitude**

Date(s): **November 20, 2021**

Participating Employees: **Perry Mason, John Rhodes, Lisa Bennett,
Michael Kaye**

Host/Sponsor of Activity: **Opening Doors**

Brief Description of Activity and Station Participation:

Opening Doors is a non-profit organization who help women and children who are experiencing homelessness in Dubuque, IA. They provide shelter, as well as life skills to help these women and children get achieve their full potential. The "Attitude of Gratitude" is a fundraising event held 11/20/21 at the Grand River Center in Dubuque. The evening features a dinner, auctions, special speakers and more. Our radio participation involves morning show interviews, and promotional announcements that bring us to their Ruby sponsorship.

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

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

3. Activity Explorer Program for High School Students

Date(s): 9/30/21 – 10/21/21

Participating Employees: Perry Mason, & John Rhodes

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 4 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 5-20 students participate in the actual classes.

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

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

5. Activity **Business Summit**

Date(s): **5/18/22**

Participating Employees: **Perry Mason, and Jim Bardon**

Host/Sponsor of Activity: **Northeast Iowa Community College**

Brief Description of Activity and Station Participation: _____

The NICC Business Summit this year held the theme, “Five Reasons People Complain and How to Get Them to Stop”. The Business Summit was held from 8a-10a on Wednesday, May 18th, 2022 at their Town Clock Business Center. Professionals and business leaders gathered to learn about handling employee complaints, human connection, and helping to solve co-worker’s problems. Radio Dubuque teamed up with NICC and provided promotional announcements and commercials to reach the “Innovator” level of sponsorship. Our ads to promote and invite the community out ran from 3/29/22-5/11/22
