

KICD-AM, KICD-FM, KLLT-FM

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report is to comply with Section 73.2080 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 stations: KICD-AM, Spencer, IA., KICD-FM, Spencer, Iowa and KLLT-FM, Spencer, Iowa and is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in the Report covers the time period beginning **October 1, 2007 to and including October 1, 2008.**

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 Stations 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 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 initiatives undertaken pursuant to Section 73.2080 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" whether he or she was interviewed in person, over the telephone or by e-mail.

APPENDIX 1
 TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
 COVERING THE PERIOD FROM **October 1st, 2007 TO October 1st, 2008.**
 STATIONS COMPRISING THE STATION EMPLOYMENT UNIT:
KICD-AM, KICD-FM AND KLLT-FM

Section 1: Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from All Sources For This Position</u>
1. Midday On Air Announcer KLLT-FM	All Access Website	3
2. Sports Director KICD-FM / KICD-AM	All Access Website	2
3. Sales Representative	Spencer Daily Reporter	6

Total Number of Persons Interviewed During Applicable Period: **11**

APPENDIX 2

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM OCTOBER 1ST, 2007 TO OCTOBER 1ST, 2008
STATIONS COMPRISING STATION EMPLOYMENT UNIT:
KICD-AM, KICD-FM AND KLLT-FM

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
IOWA LAKES COMMUNITY COLLEGE 300 South 18 th Street Estherville, Iowa 51334 Bob Pritchard, Instructor (712) 362-2604 rpritchard@iowalakes.edu	0	2
BROADCAST CENTER 2360 Hampton Ave. St. Louis, MO John Carrol , Placement Director 314.647.8181 telephone www.broadcastcenterinfo.com	0	2
IOWA ASSOCIATION OF BROADCASTERS WEBSITE http://www.iowabroadcasters.com	0	2
MAINSTREET MARKETING AND PROMOTIONS Main Street Tattler 4517 Minnetonka Blvd. Suite 104 Minneapolis, MN. 55416 Tom Kay, CEO (952) 927-4487	1	2

ALL ACCESS.COM http://www.allaccess.com	5	2
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SPENCER DAILY REPORTER 310 East Milwaukee Street Spencer, IA 51301 (712) 262-6610	5	1
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IOWA WORKFORCE DEVELOPMENT 217 West 5 th Street Spencer, IA 51301 (712) 262-1971	0	0
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APPENDIX 3

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **OCTOBER 1, 2007 TO OCTOBER 1, 2008**
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 makes available 2 \$300 broadcast scholarships at Iowa Lakes Community College and its 2 year broadcast program. Both scholarships were named for a longtime KICD announcer Ken Churchill.
2. KICD AM & FM and KLLT FM have broadcast announcements on a monthly basis alerting the public and those interested of our on air openings.
3. KICD AM & FM and KLLT FM broadcast various public affairs interviews during the year.
4. 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.