

Annual EEO Public File Report Form

KLSS/KRIB/KGLO/KYTC/KIAI

Annual EEO Public File Report Oct 1, 2007-Sept 30, 2008

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): KLSS/KRIB/KGLO/KYTC/KIAI, of Mason City 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 October 1, 2007 to and including September 30, 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 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 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 and/or over the telephone.

**FULL-TIME JOB VACANCIES FILLED BY
STATION DURING ANNUAL REPORTING PERIOD**

	Job Title	Date Position Opened	Date Position Filled	Total Number of People Interviewed	Recruitment Source that Referred Hiree
1	Account Executive	10-29-07	11-5-07	5	Iowa Workforce
2	Account Executive	11-9-07	12-7-07	8	Job Fair
3	Account Executive	12-27-07	4-2-08	4	Open House
4	Account Executive	6-30-08	7-1-08	6	Employee referral
5	Account Executive	6-30-08	7-5-08	3	On Air
6	Account Executive	7-21-08	9-6-08	7	Iowa Workforce
7	Account Executive	8-1-08	9-4-08	5	On Air & Web Site
8	Account Executive	9-12-08		4	Web Site
9	Account Executive	9-24-08		6	Job Fair
10	General Manager	8-1-08	8-8-08	3	Allaccess.com posting
11	Office Position	7-31-08	9-4-08	15	Employee referral
12	Board OP	1-6-08	6-16-08	10	On Air Ads
13					

IBA/ webmaster@iowabroadcasters.com

* Globe Gazette

300 N Washington

Mason City, IA 50401 641-421-0500

*Iowa Work Force Development Center

600 N Pierce

Mason City, IA 50401 641-422-1543

* Kaplan University

100 1st St NW

Mason City, IA 641-423-2540

*NIACC

500 College Drive

Mason City, IA 50401 641-422-4370

* On Air Ads

*Our station websites

*Iowa Broadcasters Association Online Job Postings

*All Access Online Job Postings
Appendix 3 to

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Covering the Period from October 1, 2007 to September 30, 2008

Station(s) Comprising Station Employment Unit: KLSS/KRIB/KGLO/KYTC/KIAI

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
KLSS/KRIB/KGLO/KYTC/KIAI

Participated in Job Fair

Partnered with local businesses to hold a job fair. Spoke with interested prospects for the broadcast industry and in sales.

Open House

Sponsored an Open House at our station to invite prospects in sales and broadcast fields to come out and tour our facility, ask questions, and for us to see what prospects might be out there.

Provide Training Program For Sales Staff

We provide the opportunity for our sales staff to earn their CRMC Certification through the RAB and our international training program (TEC Sales Institute). We provide monetary assistance to attend RAB Annual Meetings in order for all sellers to broaden their knowledge about their broadcasting careers.

OUTLINE FOR EEO NARATIVE:

(to be sent with License Renewals & 2 years of EEO Annual Reports)

In order for us to write a short paragraph about your community, employees, and EEO efforts, we need to have you complete some background information.....just fill in your answers and return via email to me.

STATIONS: KLSS/KRIB/KGLO/KYTC/KIAI

COMMUNITY INFO: Centrally located along I-35 in north central Iowa, midway between Des Moines and Minneapolis, Mason City serves as the regional hub of North Iowa for shopping, recreation and healthcare. Mason City has a population of 29,172 and a sister city Clear Lake, Iowa has 8,161 and the County area has a population of 46,447

#of FULL-TIME EMPLOYEES: We have 26 full time employees and 5 part time employees

MOST OUTREACH DONE BY: By the management team, Dalena Barz, Brad Johnson, Alice Hanley, Jared Allen, and Tim Flemming.

ADDITIONAL EEO ACCOMPLISHMENTS: This year we added more sales positions, which allow us to employ a larger number of people. We also created additional sales management levels, to offer on the job training in management. We created different skill levels in our sales department and continue to offer growth assistance to all sellers.

AREAS OF CONCERN WITH EEO COMPLIANCE IN MY COMMUNITY ARE:

(low employee turnover, quality applicants, no local colleges, etc.)

Concerns include loss of population of the younger demographic group in North Central Iowa. Also finding and retaining quality sales applicants.

IDEAS TO ENHANCE MY EEO EFFORTS IN THE FUTURE: Continue participation in job fairs and host more career day activities.