

Employment Unit Location/Name: O-town Communications, Inc.

Unit Members (List all station call signs and communities of license):

**KKSI – Eddyville, IA
KRKN – Eldon, IA**

**KTWA – Ottumwa, IA
KBIZ – Ottumwa, IA**

EEO Contact Information for Employment Unit:

O-town Communications, Inc.
416 E. Main
Ottumwa, IA 52501

Telephone Number: 641-684-5563 ext. 23
Contact Person: Greg List

EEO Public File Report

October 1, 2004 – September 30, 2005

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the Public Inspection File annually on the anniversary of the deadline for filing its license renewal application (Feb. 1, 2013).

A. Full-Time Vacancies Filled During Past Year

	Job Title	Date Filled	Referral Source
1.	Marketing Consultant KCSI/KRKN	3/2/05	Iowa Workforce Development
2.	Marketing Consultant KTWA/KBIZ	7/18/05	word of mouth (personal referral)

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Marketing Consultant KKSI/KRKN				Date Filled: 3/2/05	
Source	Contact Person	Address	Phone	Number of People Interviewed	Number of People Hired?
Brown Institute of Broadcasting	Ms. Karol Baumeister	Mendota Heights, MN. 55120	Ph -651-905-3499 Fax -3555	0	0
Iowa Central College	Sara Condon	330 Ave M, Ft. Dodge, Iowa 50501	800-362-2793	0	0
Iowa Broadcasters Association www.iowabroadcasters.com	Sue Toma	P.O. Box 71186, Des Moines, Iowa 50325	1-515-224-7237	0	0
Iowa Workforce Development		105 West Main, Street Ottumwa, Iowa 52501	641-684-5401	1	1
Missouri Broadcasters Assoc.		P.O. Box 104445, Jefferson City, Missouri 65110	Ph: 573-636-6692 Fax: 573-634-8258	0	0
KKSI-KRKN Radio Ads				6	0
KKSI-KRKN Websites		www.kissclassicrock.com and www.krknnewcountry.com		0	0
Word of Mouth (personal referrals)				0	0

2. Job Title: Marketing Consultant KKSI/KRKN				Date Filled: 7/18/05	
Source	Contact Person	Address	Phone	Number of People Interviewed	Number of People Hired?
Brown Institute of Broadcasting	Ms. Karol Baumeister	Mendota Heights, MN. 55120	Ph -651-905-3499 Fax -3555	0	0
Iowa Central College	Sara Condon	330 Ave M, Ft. Dodge, Iowa 50501	800-362-2793	0	0
Iowa Broadcasters Association www.iowabroadcasters.com	Sue Toma	P.O. Box 71186, Des Moines, Iowa 50325	1-515-224-7237	0	0
Iowa Workforce Development		105 West Main, Street Ottumwa, Iowa 52501	641-684-5401	1	0
Missouri Broadcasters Assoc.		P.O. Box 104445, Jefferson City, Missouri 65110	Ph: 573-636-6692 Fax: 573-634-8258	0	0
KKSI-KRKN Radio Ads				6	0
KKSI-KRKN Websites	www.kissclassicrock.com and www.krknnewcountry.com			1	0
Word of Mouth (personal referrals)				2	1

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year: (raw number) 17

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

Source	Contact Person	Address	Phone	Number of People Interviewed	Number of People Hired?
Brown Institute of Broadcasting	Ms. Karol Baumeister	Mendota Heights, MN. 55120	Ph -651-905-3499 Fax -3555	0	0
Iowa Central College	David Raedeker	330 Ave M, Ft. Dodge, Iowa 50501	800-362-2793	0	0
Iowa Broadcasters Association www.iowabroadcasters.com	Sue Toma	P.O. Box 71186, Des Moines, Iowa 50325	1-515-224-7237	0	0
Iowa Workforce Development		105 West Main, Street Ottumwa, Iowa 52501	641-684-5401	21	1
Missouri Broadcasters Assoc.		P.O. Box 104445, Jefferson City, Missouri 65110	Ph: 573-636-6692 Fax: 573-634-8258	0	0
KKSI-KRKN Radio Ads				49	0
KKSI-KRKN Websites		www.kissclassicrock.com and www.krknnewcountry.com		2	0
Word of Mouth (personal referrals)				1	1

E. Outreach Activities

Attached is a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for this purpose.

Outreach Activity Description

10/1/04 – 09/30/05

- Established an internship program for the period 10/1/04 through 9/30/05. The program is designed to teach skills needed for broadcast industry employment. The intern works with the station staff on broadcast and website content production. The internship provides skill development opportunity and exposure to radio station operations. Currently we have a Volunteer Intern working in the Traffic Dept. to develop Office Administration skills for future employment.
- 2/05 Participation in business showcase at Penn Central Mall in Oskaloosa
- 3/05 Ottumwa Business showcase, set up both display as well as information on radio stations applications being accepted for present and future openings.
- Several times each year our stations will conduct studio tours for school-aged children, particularly scouting groups and High School Communications classes. Tour guides describe station operations and the jobs performed by various staff members. This exposure provides background and context to broadcast careers. In our most recent tour, a small group of troubled kids from the American Home Finding Association of Agency, IA came through. Our Operations Manager showed them how the stations worked and how they could get started in a career in radio broadcasting. In another instance, a college student, studying Business Administration, interviewed our Traffic Director as a project related to a thesis report.
- The Following is a list of Training Programs that our station staff has participated in throughout the year.
 - Headquist Productions Copywriting Seminar Nov. 9, 2004
 - Summer (June, 2005) Iowa Broadcasters Seminar. This is a continuing education program for our salespeople and management personnel.
 - And several staff members are currently registered for a Beginning Spanish Course at the local college to help them communicate with the large Hispanic population in our area.
- KTWA fm has a live weekly Latino program, hosted by 3 – 4 Hispanic volunteers who are well known to the areas Latino population. The show is designed to bring entertainment, news and activities to our Hispanic listeners every Sunday. These volunteer interns gain hands on experience and training with programming, news, production and copywriting skills, and run the broadcast board as a Master Control Operator.