

Appendix 1 to

**Annual EEO Public File Report Form**

Covering the Period from October 1, 2024 to September 30, 2025

Stations Comprising Station Employment Unit: **KMCH-FM, KMAQ-AM,  
KMAQ-FM**

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1.	Sports Director/Sales	Referral	5
2.	News Director	Iowa Broadcasters Website	3
3.			

Total Number of Persons Interviewed During Applicable Period: 8

Appendix 2 to

**Annual EEO Public File Report Form**

Covering the Period from October 1, 2024 to September 30, 2025

Station(s) Comprising Station Employment Unit: KMCH-FM, KMAQ-AM,  
KMAQ-FM

Section 2: Recruitment Source Information

	Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Iowa Broadcasters Site	3	1
B	Coloffmedia.com	1	
C	Radio Commercials	2	
D	Referral (Promotion)	1	1
E	Facebook	1	

\*Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report Form

Station: KMCH-FM, KMAQ-AM, KMAQ-FM

Covering the Period from October 1, 2024 to September 30, 2025

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KMCH-FM.**

Description of Activities:

**Internship Program –**

KMCH and KMAQ annually conduct an on-going internship program to give high school and college students a hands-on experience in radio broadcasting. The stations invited students to apply for the various internship opportunities through recruitment at the local high school guidance offices and speech coaches.

One intern took part in the program during the reporting period.

Annabelle Schnieder was a college-level intern who completed her internship and has since been hired part-time by the company.

**School Career Fairs/Events –**

KMCH-FM annually contacts area schools and offers to participate in any school career fairs and events that may be scheduled. Various employees participate in the events, depending on the specialty the students are most interested in.

School Career Fairs/Educational Events during the reporting period of October 1, 2024, to September 30, 2025, include:

Eric Walker taught students at West Delaware, while Jon Swisher participated in a local school career fair.

**Communication & Radio Skills Training-**

Janelle Tucker, News Director, worked with members of the 4-H program during the county fair in providing training and guidance on interview and reporting skills. 4-H interns were trained and conducted interviews with their fellow students that aired on the radio station. Reports were done by Kendal and Mykala at the Linn County Fair, Delaware County Fair, Jones County Fair, Buchanan County Fair, Fayette County Fair, Dubuque County Fair, Clayton County Fair.