RECORDKEEPING FORM B-4

January 2003

# **SUPPLEMENTAL RECRUITMENT ACTIVITES**

**UNDERTAKEN BY THE STATION**

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

|  |  |
| --- | --- |
| **1.** | Activity **Women of Achievement** |

|  |  |
| --- | --- |
|  | Date(s) April 10th, 2025 |

|  |  |  |
| --- | --- | --- |
|  | 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 10th, we promoted 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.**

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**UNDERTAKEN BY THE STATION**

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

|  |  |  |
| --- | --- | --- |
| **2.** | Activity | Attitude of Gratitude |

|  |  |  |
| --- | --- | --- |
|  | Date(s): | **November 15, 2025** |

|  |  |  |
| --- | --- | --- |
|  | 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 11/15/25 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.

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# **SUPPLEMENTAL RECRUITMENT ACTIVITES**

**UNDERTAKEN BY THE STATION**

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

|  |  |  |
| --- | --- | --- |
| **3.** | Activity | Dubuque County Emergency Training Facility Dinner |

|  |  |  |
| --- | --- | --- |
|  | Date(s): | **5/2/25** |

|  |  |  |
| --- | --- | --- |
|  | Participating Employees: | John Rhodes |

|  |  |  |
| --- | --- | --- |
|  | Host/Sponsor of Activity: | Dubuque County Firefighters |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  | | --- | | The Dubuque County Emergency Responders Training Facility helps train our local fire fighters and police. They held a fundraising dinner on Friday, May 2nd, at the facility. John Rhodes of Radio Dubuque provided his services as the Emcee for the night. | |  | | Radio Dubuque also ran free ads on our Community Calendar PSA section | |  | |  | |  | |  | |  | |  | |  | |

# **SUPPLEMENTAL RECRUITMENT ACTIVITES**

**UNDERTAKEN BY THE STATION**

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

|  |  |  |
| --- | --- | --- |
| **4.** | Activity | Business Summit |

|  |  |  |
| --- | --- | --- |
|  | Date(s): | **5/21/25** |

|  |  |  |
| --- | --- | --- |
|  | 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, “Business Success through the Power of AI”. The Business Summit was held from 9a-10:30a on May 21st, 2025 at their Peosta Center**.  **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 March thru May.** | | |
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ATTACHMENT C

**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 8/1/24 to and including 7/31/25 (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.

ATTACHMENT C

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.

ATTACHMENT C

Appendix 1 to

Annual EEO Public File Report Form

Cover the Period from 8/1/23 to 7/31/24

Station(s) Comprising Station Employment Unit:

KDTH AM / KATF FM/ KGRR FM / WVRE FM

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 |  |  |  |
| 2 |  |  |  |
| 3 |  |  |  |
| 4 |  |  |  |
| 4 |  |  |  |
| 5 |  |  |  |
| 6 |  |  |  |
| 7 |  |  |  |
| 8 |  |  |  |
| 9 |  |  |  |

Total Number of Persons Interviewed During Applicable Period:

ATTACHMENT C

Appendix 2 to

Annual EEO Public File Report Form

Cover the Period from 8/1/23 to 7/31/24

Station(s) Comprising Station Employment Unit:

KDTH AM / KATF FM/ KGRR FM / WVRE FM

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 Wisc 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** | **0** | **0** |
|  | **1055 University Ave** |  |  |
|  | **Dubuque, IA 52002** |  |  |
|  | **563-690-0800** |  |  |
|  |  |  |  |
|  |  |  |  |
| L | **Indeed.com** | **0** | **0** |
|  |  |  |  |
| M |  |  |  |

Appendix 3 to

Annual EEO Public File Report Form

Cover the Period from 8/1/23 to 7/31/2024

Station(s) Comprising Station Employment Unit:

KDTH AM / KATF FM/ KGRR FM / WVRE FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KDTH, KATF, KGRR, WVRE. No schedule was run during this period, as no positions were available.