Employment Unit Location/Name: <u>O-Town Communications, Inc. (dba Ottumwa Radio)</u>

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

KKSI fm – Eddyville, IA	KBIZ am/fm – Ottumwa, IA	KLEE am/fm – Ottumwa, IA
KRKN fm – Eldon, IA	KTWA fm – Ottumwa, IA	KOTM fm – Ottumwa, IA

EEO Contact Information for Employment Unit:

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

Telephone Number: 641-684-5563 ext. 223
Contact Person: Greg H. List, General Manager

EEO Public File Report
October 1st, 25 – September 30, 2026

A. Full-Time Vacancies Filled During the Past Year

Job Title	Date Filled	Referral Source
1. There were no new full time employees hired during this time		

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

1. Job Title: Date Filled:

Successful Candidate Referral Source:	Number of People Interviewed	Number of People Hired

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

Source / Contact Person	Address	Phone	Number of People Interviewed	Number of People Hired
Iowa Central College Lindsey Rossow, Student Services Assistant Director (Advising)	330 Ave M, Ft. Dodge, IA 50501	(515) 574-1195	0	0
William Penn University Matt Brown, Dir of the Student Success Program Matthew.brown@wmpenn.edu	201 W Trueblood Ave, Oskaloosa, IA 52577	(641) 673-2173	0	0
Iowa Broadcasters Association www.iowabroadcasters.com Gail Summerville info@iowabroadcasters.com	P.O. Box 71186, Des Moines, IA 50325	(515) 224-7237	0	0
Missouri Broadcasters Association Terri Stutheit tstutheit@missouribroadcasters.org	P.O. Box 104445, Jefferson City, MO 65110	(573) 636-6692	0	0
Iowa Workforce Development Brenda Noe brenda.noe@iwd.iowa.gov	15260 Truman Street Ottumwa, IA 52501	(641) 684-5401	0	0
KKSI-KRKN-KBIZ-KTWA-KLEE-KOTM (Radio Ads) Greg H. List, GM	416 E. Main St. Ottumwa, IA 52501	(641) 684-5563 x223	0	0
KKSI-KRKN-KBIZ-KTWA Websites	www.ottumwaradio.com		0	0
Ottumwa Radio Facebook Page			0	0
Word of Mouth (personal referrals)			0	0
Internal Promotion			0	0
Total Interviewed:			**0**	
Total Hired:				**0**

D. Outreach Activities

Outreach Activity Description
10/1/25 – 09/30/26

- Participated in the Greater Ottumwa Partners in Progress (GOPIP) Home and Garden Show at the Bridge View Center from March 6, 2026 thru March 8, 2026. Our booth was manned by employees from all departments who gave out gift bags and talked to passers-by about job opportunities and internships in their respective departments. Applications were available for interested parties.
- 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. This year tours included 4-H Students, High School students, a local Boy Scout troop, and a group from First Resources.
- Regular Training Programs that our station staff has participated in throughout the year.
    - Monthly Webinars thru Iowa Broadcasters Association and the Radio Advertising Bureau.
    - Monthly Staff Meetings
    - As well as training webinars throughout the year for the production department and sales team. Through this training, many of our hourly employees over the years have been able to move up in the ranks, some into management and administrative positions, opening the starting positions for new hires.
- KTWA FM has a weekly 4 hour Latino program each Sunday. The show is designed to bring entertainment, local news and local activities to our Hispanic listeners every week. We have a Hispanic employee that produces the show and conducts interviews with local people in the Hispanic community, creating programs that include music and other programming that would be of interest to our Hispanic listeners.
- Jefferson County Health Center Golf Outing, June 5th, 2026. Current employees manned a booth and talked to participants about opportunities in the radio industry and particularly at Ottumwa Radio.
- Fairfield Chamber of Commerce "Blast Off" event, June 5th, 2026. Current employees manned a booth and talked to participants about opportunities in the radio industry and particularly at Ottumwa Radio.
- Fairfield Job Fair, July 14th, 2026. Current employees manned a booth and talked to participants about opportunities in the radio industry and particularly at Ottumwa Radio.
- Jefferson County, Pekin, Cardinal and Van Buren County Teacher Appreciation Day, September 23th, 2026. Current employees manned a booth and talked to participants about opportunities in the radio industry and particularly at Ottumwa Radio.