

**FCC Form 397**

Federal Communications Commission  
Washington, D. C. 20554

Approved by OMB  
3060-0922

**BROADCAST STATEMENT  
OF COMPLIANCE**

(For FCC Use Only)

Code No.

Legal Name of the Licensee <b>IOWA CITY BROADCASTING</b>		
Mailing Address <b>P.O. BOX 40</b>		
City <b>THIEF RIVER FALLS</b>	State or Country (if foreign address) <b>MN</b>	ZIP Code <b>56701</b>
Telephone Number (include area code) <b>218-681-1230</b>	E-Mail Address (if available)	
Facility ID Number		Call Sign <b>KTRF KKDQ - KKAQ</b>

**TYPE OF BROADCAST STATION :**

**Commercial Broadcast Station**

**Noncommercial Broadcast Station**

- Radio
- TV
- Low Power TV
- International

- Educational Radio
- Educational TV

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations. included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)
<b>KTRF</b>		<input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV	<b>TRF, MN</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>KKDQ</b>		<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	<b>TRF, MN</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>KKAQ</b>		<input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV	<b>TRF, MN</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No

FCC 397  
April 2000

# Election of Supplemental Outreach Initiatives

Complete this form every second year following your renewal due date.

Form Prepared By: *[Signature]*

Date: 11-29-11

<input checked="" type="checkbox"/>	1. Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
<input type="checkbox"/>	2. Hosting of at least one job fair
<input type="checkbox"/>	3. Co-sponsoring at least one job fair with organizations in the business and professional community whose memberships include substantial participation of women and minorities
<input type="checkbox"/>	4. Participation in at least four events sponsored by community groups active in broadcast employment issues (conventions, career days, workshops and similar activities)
<input type="checkbox"/>	5. Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment
<input type="checkbox"/>	6. Participation in job banks, internet programs and other programs designed to promote outreach generally (programs not primarily directed to providing notification of specific job vacancies)
<input type="checkbox"/>	7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting
<input checked="" type="checkbox"/>	8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
<input type="checkbox"/>	9. Establishment of a mentoring program to enable station personnel to improve their skills to qualify for higher positions
<input type="checkbox"/>	10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
<input type="checkbox"/>	11. Sponsorship of at least two events in the community designed to increase public awareness as to employment opportunities in broadcasting
<input type="checkbox"/>	12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
<input type="checkbox"/>	13. Provision of assistance to unaffiliated non-profit entities and the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
<input checked="" type="checkbox"/>	14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
<input type="checkbox"/>	15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.
<input type="checkbox"/>	16. Participation in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

This form is for internal use only. Use it to select activities for which a "Description of Supplemental Outreach Activities" worksheet (Page 8) will be compiled.

SUMMARY DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES  
PERIOD BEGINNING—JANUARY 1<sup>ST</sup>, 2011—DECEMBER 31<sup>ST</sup>, 2011

\*1<sup>ST</sup> INITIATIVE; PARTICIPATION IN AT LEAST 4-EVENTS SPONSORED BY COMMUNITY GROUPS ACTIVE IN BROADCAST EMPLOYMENT ISSUES.  
\*\*ACTIVITIES UNDERTAKEN-CAREER DAY @ LINCOLN HIGH SCHOOL APRIL 11<sup>TH</sup>, PENNINGTON COUNTY COMMERCIAL FAIR JULY 20-24<sup>TH</sup>, CAREER DAY @ FRANKLIN MIDDLE SCHOOL NOVEMBER 9<sup>TH</sup>.

\*8<sup>TH</sup> INITIATIVE; TRAINING PROGRAMS DESIGNED TO ENABLE STATION PERSONNEL TO ACQUIRE SKILLS THAT COULD QUALIFY THEM FOR HIGHER LEVEL POSITIONS;  
\*\*UTILIZE NAB PROGRAMS TO TRAIN & RETRAIN. THIS COVERS THE BASICS AND HIGH LEVEL TRAINING. THIS BEGINS THE TRAINING AND DEVELOPMENT OF SUPERVISORS AND LEADERS WITHIN THE COMPANY ALONG WITH MEETING COMPLIANCE.

\*14<sup>TH</sup> INITIATIVE; PROVISION OF TRAINING TO MANAGEMENT LEVEL PERSONNEL AS TO METHODS OF ENSUREING EQUAL EMPLOYMENT OPPORTUNITY AND PREVENTING DISCRIMINATION;  
\*\*IOWA CITY BROADCASTING CONDUCTED A DAY LONG TRAINING WITH ALL MANAGERS WHICH INCLUDED A SEMINAR ON EEO COMPLIANCE AND METHODS TO PREVENT DISCRIMINATION IN THE WORKPLACE. MEETING HELD IN TWIN CITIES SEPTEMBER 28<sup>TH</sup>, 2011.

THIS PAGE PREPARED BY JON PRASKA, G.M. KTRF, KKDQ, KKAQ RADIO.

RECRUITMENT ALERT

IF YOUR ORGANIZATION DISTRIBUTES INFORMATION ABOUT EMPLOYMENT OPPORTUNITIES TO JOB SEEKERS, OR REFERS JOB SEEKER TO EMPLOYERS AND YOU WOULD LIKE TO RECEIVE JOB VACANCY NOTICES FOR IOWA CITY BROADCASTING COMPANY, INC-THIEF RIVER FALLS RADIO...PLEASE PROVIDE US WITH THE NAME, MAILING ADDRESS, E-MAIL ADDRESS, TELEPHONE NUMBER, FAX NUMBER AND CONTACT PERSON, AND IDENTIFY THE CATEGORY OR CATEGORIES OF VACANCIES FOR WHICH YOU WOULD LIKE INFORMATION. PLEASE SEND THE INFORMATION SPECIFIED ABOVE TO ONE OF THE FOLLOWING PERSONS:

JON PRASKA  
GENERAL MANAGER  
KTRF/KKAQ/KKDQ RADIO  
P.O. BOX 40  
THIEF RIVER FALLS, MN. 56701  
PHONE: 218-681-1230  
FAX: 218-681-3717  
EMAIL: [KTRF@MNCABLE.NET](mailto:KTRF@MNCABLE.NET)

KERRY JUNEAU  
TRAFFIC MANAGER  
KTRF/KKAQ/KKDQ RADIO  
P.O. BOX 40  
THIEF RIVER FALLS, MN. 56701  
PHONE: 218-681-1230  
FAX: 218-681-1230  
EMAIL: [KTRF@MNCABLE.NET](mailto:KTRF@MNCABLE.NET)

IT IS THE POLICY OF IOWA CITY BROADCASTING, THIEF RIVER FALLS RADIO TO PROVIDE EMPLOYMENT OPPORTUNITY TO ALL QUALIFIED INDIVIDUALS WITHOUT REGARD TO THEIR RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX, AGE, DISABILITY, OR ANY OTHER CHARACTERISTIC PROTECTED BY LAW, IN ALL PERSONNEL ACTIONS.

LIST OF ALL FULL-TIME JOBS FILLED FOR THE 12-MONTH PERIOD  
DECEMBER 1<sup>ST</sup>-NOVEMBER 30<sup>TH</sup>, 2010

NONE!

AS PER JON PRASKA  
GENERAL MANAGER  
THIEF RIVER FALLS RADIO  
KTRF/KKDQ/KKAQ RADIO

LIST OF ALL FULL-TIME JOBS FILLED  
FOR THE 12 MONTH PERIOD OF JAN 1<sup>ST</sup>, 2008 through DEC 31<sup>ST</sup>, 2008

*Complete this worksheet continuously every time a vacancy is filled*

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: NONE Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

Job Title: \_\_\_\_\_ Date Filled: \_\_\_\_\_

*Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.*