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| Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p> | Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY |
| BROADCAST MID-TERM REPORT | FOR COMMISSION USE ONLY FILE NO. - 20160930AGO |

Legal Name of the Licensee
 ALPHA 3E LICENSEE LLC

Mailing Address
 1211 SW 5TH AVENUE
 SUITE 750

| | | |
|------------------|---|---------------------|
| City PORTLAND | State or Country (if foreign address) OR | Zip Code 97204 - |
|------------------|---|---------------------|

| | |
|--|-------------------------------|
| Telephone Number (include area code) 5035176200 | E-Mail Address (if available) |
|--|-------------------------------|

| | | |
|---------------------------------------|-----------------------------|----------------------|
| FCC Registration Number 0023600190 | Facility ID Number 47094 | Call Sign KLSS-FM |
|---------------------------------------|-----------------------------|----------------------|

| | | |
|-----------------------------------|---|--|
| TYPE OF BROADCAST STATION: | Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International | Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV |
|-----------------------------------|---|--|

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. 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.

[Station List]

Station List

List call sign and location of all stations included on this report. 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) |
|-----------|--------------------|---|--------------------------|---|
| KLSS-FM | 47094 | <input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV | MASON CITY, IA | <input type="radio"/> Yes <input checked="" type="radio"/> No |
| KRIB | 47095 | <input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV | MASON CITY, IA | <input type="radio"/> Yes <input checked="" type="radio"/> No |
| KYTC | 49798 | <input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV | NORTHWOOD, IA | <input type="radio"/> Yes <input checked="" type="radio"/> No |
| KGLO | 30114 | <input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV | MASON CITY, IA | <input type="radio"/> Yes <input checked="" type="radio"/> No |
| KIAI | 30115 | <input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV | MASON CITY, IA | <input type="radio"/> Yes <input checked="" type="radio"/> No |

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

| | | | |
|---------------------------|-------------|--------------------|-------------------------------------|
| Name KATHLEEN A. KIRBY | | | Street Address 1776 K STREET, NW |
| City WASHINGTON | State DC | Zip Code 20006- | Telephone Number 2027193360 |

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

| | |
|--------------------|--|
| Signed | Name of Respondent DONNA L. HEFFNER |
| Title SECRETARY | Telephone No. (include area code) 5035176200 |
| Date 9/30/2016 | |

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

| | |
|-------------------|-----------------------|
| Name: DALENA BARZ | Title: MARKET MANAGER |
|-------------------|-----------------------|

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

| | |
|--|-------------|
| Section III | |
| MID-TERM REPORT | |
| Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files. | [Exhibit 1] |

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits**Exhibit 1**

Description: PUBLIC FILE REPORT

Attachment 1

| Description |
|---|
| 2016 Public File Report |

KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(FM)
EEO PUBLIC FILE REPORT
February 25, 2016-September 30, 2016¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|-----------------------------|--|---------------------------|
| On-Air Talent (Programming) | 1-6 | 3 |

¹ The stations in this employment unit were acquired by the current licensee on February 25, 2016 and, as a result, this Report is abbreviated accordingly. (See lead File No. BALH-20150811ACH.)

**KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(FM)
EEO PUBLIC FILE REPORT
February 25, 2016-September 30, 2016**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 1 | Alpha Career Website http://www.alphamediausa.com/jobs | N | 2 |
| 2 | Indeed.com www.indeed.com | N | 1 |
| 3 | Word-of-Mouth Referral | N | 1 |
| 4 | Iowa Workforce 600 S. Pierce Street Mason City, Iowa 50401 Phone: (641) 422-1542 Email: denise.aigner@iwd.iowa.gov Fax: (641) 422-1543 Denise Aigner | N | 0 |
| 5 | Kaplan University 2570 4th Street Mason City, Iowa 50401 Phone: (641) 423-2530 Email: peden@kaplan.edu Fax: (641) 423-7512 Patti Dean | N | 0 |
| 6 | Station Websites (<i>one or more SEU station</i>) | N | 1 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 5 |

KGLO(AM), KIAI(FM), KLSS-FM, KRIB(AM), KYTC(FM)
EEO PUBLIC FILE REPORT
February 25, 2016-September 30, 2016

III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|---|---|
| 1 | Management-level training addressing equal employment opportunity and preventing discrimination | On April 14, 2016, our SEU participated in a comprehensive training webinar reviewing the FCC's equal employment opportunity rules presented by Elizabeth E. Goldin of Wiley Rein, LLP to Alpha Media. Station participants included our Market Manager and Business Manager. |
| 2 | Co-Sponsor A Job Fair | On September 14, 2016, our SEU co-sponsored a career fair with North Iowa Area Community College. Our SEU helped plan the event, including designing a marketing plan and running on-air announcements to promote attendance at the event. Our SEU also helped identify potential participating employers. At the fair, our SEU also participated as a local employer, setting up a booth, collecting resumes from attendees and answering questions about careers in broadcasting. |
| 3 | Internship Program | During the summer semester, our SEU hosted a student intern from Southwest Minnesota State University. The intern observed all aspects of our SEU's operations, including programming, sales, and production. Our Operations Manager, Production Manager, and Programming Director all supervised the intern. |

Federal Communications Commission

FCC MB - CDBS Electronic Filing

Account number: 903396

Description: OCTOBER 2016 ALPHA 3E MASON CITY, IA MID-TERM EEO FORM 397

Application Reference Number: 20160930AGO

Successfully filed at Sep 30 2016 5:14PM

Based on the information supplied, no fee is required.

[Menu](#)

[Logout](#)