

Annual EEO Public File Report Form
[KCII AM & 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): [KCII AM & FM Washington, IA] 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 October 1, 2022 to and including September 30, 2023 (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.

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 hire accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

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Covering the Period from October 1, 2022 to September 30, 2023

Station(s) Comprising Station Employment Unit: [KCII AM & FM]

Selection 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	News Director	Indeed	2
2	Sales Rep	Referral	6
3	Sales Rep	Personal Contact	1
4	Sales Rep	Indeed	3
5			
6			
7			
8			
9			
10			

Total Number of Persons Interviewed During Applicable Period: **12**

Section 2: Recruitment Source Information

	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
1	KCII Radio On Air Announcements (319) 653-2113 Washington, Iowa	0	All Positions
2	<u>www.kciiradio.com</u>	0	All positions
3	Indeed.com	9	All Positions
5	Iowa Broadcasters Association web page www.iowabroadcasters.com	0	News Director
6	In Station Postings	0	All positions
7	TVRadiojobs.com	0	News Director
8	Broadcast Center St. Louis	0	News Director
9	Radio Broadcast School	0	News Director
10	Personal Contact/ Referral	3	Sales Rep

Total 12

Indicates sources that have requested notification of job openings.

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Station(s) Comprising Station Employment Unit: [KCII AM & FM]

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by

[KCII AM & FM]

[Description of the activities.]

- At our Monthly End of Month Managers meeting, the owner, designated SEU's and company General Managers discuss and evaluate our EEO discuss our current EEO program and practices. All procedures were scrutinized with no changes deemed needed at this time.
- November 9th, 2022: Station Tour. Zach Ulin with KCII hosted Wellman, Keota, Kalona & Riverside cub scout troop 234 for a studio tour and recorded an interview with members of the troop (scouts and leaders) about their scouting for food program for the November & December live radiothons.
- January 11th, 2023: Leadership Washington: Hosted by the Washington Chamber of Commerce, the Leadership Washington Group toured the station for their Media Day from 12:10pm-1pm. They were shown the facilities, equipment and how it works. We also discussed our coverage area and community involvement. Answered questions during a Q&A with the group. Participating Employees: Joe Nichols and Zach Ulin. Approximately 24 in the group. We also allowed those interested to read lunch menus for the month for our local school which we aired
- April 20th, 2023: Company SEU Jim Butler attended and participated in a spring job fair at the Quincy Place Mall in Ottumwa Iowa and sponsored by Iowa Works. There were approximately 21 area businesses in attendance. The crowd of potential employees was very sparse. The people who stopped by were given applications and a list of potential career opportunities in the broadcast industry. The event took place from 2p – 4pm.