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Annual EEO Public File Report Form
[KNIA AM & KRLS 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): [Station Call Sign(s) and Communities of License] 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, 2024, to and including September 30, 2025 (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 to the hire for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of people interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred to 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 follows 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, 2024 to September 30, 2025

Station(s) Comprising Station Employment Unit: [KNIA AM & KRLS 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	Advertising Sales	Indeed..com	5
2	Advertising Sales	Referral	5
3	Advertising Sales	Referral	6
4			
5			
6			
7			
8			
9			
10			

Total Number of Persons Interviewed During Applicable Period: 16

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	KNIA/KRLS Radio On Air Announcements (641) 842-3161 Knoxville & Pella, Iowa		
2	www.kniakrls.com	0	Advertising Sales
3	Indeed .com	14	Advertising Sales
4	Iowa Broadcasters Association web page www.iowabroadcasters.com	0	
5	College Central	0	
6	TVRadiojobs.com	0	
7	In station posting	0	Advertising Sales
8	STAA	0	
9	Personal Contact	2	Advertising Sales
10	Journalism Jobs.com	0	

Total 16

Indicates sources that have requested notification of job openings.

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by [KNIA AM & KRLS FM]

[Description of the activities.]

- November 7, 2024, KNIA/KRLS Radio hosted a student from Pella High School to shadow at our Pella Studio on Thursday, November 7th from 9a-2p. They were given a tour of the station. They observed, as we worked on production and mixed down audio as well as watching some of a live on-air shift. A Live volleyball game was on air, so we showed them how we get them on the air, recording, saving, and uploading audio for on demand listening.
- November 2024: On Air announcements aired a minimum of 1X each day, encouraging groups to be added to our list of employment contacts.
- January 2025: A high school senior at Pella Christian High School in Pella, IA, who participated in their school's Winterim semester program. A student chose KNIA/KRLS Radio -- we have partnered with the school multiple times in the life of the program to have interns/job shadows for a week-long experience. The dates of contact were January 6 - 9 --
The Student Intern was introduced to the basics of how we function as a radio station, mainly in our news and sports departments. Depending on the day. They worked with the Director of Content and/or Regional News/Sports Reporter. As part of the process, the intern completed two on-air features, including a profile on Eagles basketball team and a Let's Get to Know interview with a girls' basketball player. Also voiced, edited, and recorded news and sports stories. Additionally, they conducted the related interviews needed for the feature, including preparation work.
The Intern ultimately was at our office in Pella or at the interviews needed for approximately six hours a day for the dates school was in session. The intern also performed color commentary during a broadcast featuring two local High School girls' basketball teams on January 10th.
- January 31, 2025: At our EOM Managers meeting today, management discussed the upcoming EEO Audits that will be happening with several Iowa Radio Stations. We also discussed our current EEO System that includes, Recruitment, Record Keeping and Reporting. After talking about our current plan, it was decided that our current system is working and has helped with our recruiting and hiring of staff. It has also helped with wide dissemination of jobs openings. It was also discussed how we can take part in more job fairs to improve our outreach. Company SEU's will further look into upcoming job fairs to help increase participation.

- May 2025 Awarded 2 Business and Broadcasting Scholarships. Applications were mailed or delivered to 9 area high schools in February and applications were also available online at kniakrls.com with on air promotional announcements aired March 1 – April 30, 2025
- June 4, 2025: Participated in a Job Fair sponsored by Iowa Workforce Development. The Job Fair took place at the Marion County Public Health Building at 2003 North Lincoln in Knoxville. The Job fair was in conjunction with the Iowa Works Mobile Workforce Center. We visited with job seekers about opportunities at our stations. Most conversations centered around Advertising Sales and On-Air positions. Several job seekers took applications to fill out and return to the radio station for further review and possible interviews. Participating for our Company was SEU Jim Butler
- June 2025-August 2025 4-H Recording: Prior to each County Fair for Marion, Jasper and Warren Counties, we reached out to the local 4-H clubs and recorded local 4-H participants to inform the public about their 4-H projects. Participants learned about recording digital audio and how to edit and produce commercials and other station promotional announcements.
- Attended Iowa Broadcasters Summer convention and attended the special Managers session conducted by Washington DC Attorney David Oxenford. The seminar was held in Des Moines on Thursday, June 12, 2025, those attending were Owner Mel Suhr and Designated SEU's Jim Butler
- August 20, 2025: KNIA/KRLS Radio hosted individuals from the Christian Opportunity Center in Pella/Knoxville for a station tour at our location in Knoxville on Wednesday, August 20th. There were about 15 individuals that took the tour, and We took them through our sales offices, on air studios, and our on-air offices. We answered questions at the end of the tour and during the tour. The tour was set up by Senior General Manager Jim Butler and the tour was conducted by Announcer Spencer Dirks