

Annual EEO Public File Report Form
KDLS AM; KGRA FM & KKRF 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): KDLS-AM, Perry, IA; KGRA-FM, Jefferson, IA & KKRF-FM, Stuart, 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, 2021 to and including September 30, 2022 (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, 2021 to September 30, 2022

Station(s) Comprising Station Employment Unit: KDLS-AM, KGRA-FM, KKRF-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	Stuart Account Executive	Indeed.com	4
2	Perry Account Executive #1	Indeed.com	7
3	Perry Account Executive #2	Indeed.com	4
4	Jefferson Account Executive	Raccoon Valley Radio	19

Total Number of Persons Interviewed During Applicable Period: 34

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	Indeed.com	20	Stuart Account Executive Perry Account Executive #1 Perry Account Executive #2 Jefferson Account Executive
2	lowabroadcasters.com	0	Stuart Account Executive Perry Account Executive #1 Perry Account Executive #2 Jefferson Account Executive
3	Raccoon Valley Radio	2	Stuart Account Executive Perry Account Executive #1 Perry Account Executive #2 Jefferson Account Executive
4	RAB.com	12	Jefferson Account Executive
5	Stuart Herald & Four County Bulletin 119 NW 2 nd St. Stuart, IA 50250	0	Stuart Account Executive
6	College and Career Distribution	0	Stuart Account Executive Perry Account Executive #1 Jefferson Account Executive
7	The Shopper, 113 S 1 st Ave, Winterset, IA 50273	0	Stuart Account Executive
8			
9			
10			
11			
12			

Total 34

***Indicates sources that have requested notification of job openings.**

We made 4 hires during 2021-2022.

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

by KDLS-AM, KGRA-FM & KKRF-FM

Description of the activities.

- At our Monthly End of Month Managers meeting, the owner, designated SEU's and company General Managers we discuss and evaluate our EEO discuss our current EEO program and practices. All procedures were scrutinized with no changes deemed needed at this time.
- October 16, 2021 Company SEU Jim Butler attend a job fair in Knoxville, Iowa from 10am to 2pm. The event was sponsored by Marion County Bank. Approximately 20 area businesses participated in the event and approximately 50 job seekers attended the event. Mr. Butler distributed information about all of the following stations, KNIA/KRLS/KCII/KDLS/KGRA & KKRF to those attending, regarding possible positions in any of the afore mentioned stations and asked interested candidates to leave resumes or fill out an application. 1 person filled out an application and 1 person left a resume.
- November 12, 2021, Company SEU Jim Butler and Raccoon Valley Radio General Manager John McGee took part in a virtual career fair sponsored by Drake University in Des Moines Iowa. Students registered to meet either as a group or individually with participants of their choosing. Jim & John where scheduled to meet with a student and visit about career opportunities at all of the locations connected and owned by M & H Broadcasting Inc. These stations include KNIA & KRLS Radio in Knoxville, Pella and Indianola Iowa, KDLS, KKRF & KGRA located in Perry, Stuart and Jefferson, Iowa Respectively and KCII Radio in Washington Iowa. That student did not attend their scheduled time.
- December 8, 2021, John McGee General Manager of Raccoon Valley Radio gave a Careers in Broadcasting Presentation to 14 Greene County High School Journalism students. Topics included to Careers in Broadcasting and responsibilities of Journalists. 4 students also where able to record a student run news cast, that will be airing Monthly on KGRA.
- December 12, 2021, John McGee General Manager of Raccoon Valley Radio gave a tour of the station to 4 Adel Desoto Minburn students who are part of their Radio News Speech Team. He then taught them how to use the station equipment to record and edit their Radio News speech content.
- January 28, 2022 Mailed Applications for Business and Broadcast Scholarships to 10 area high school counselors. Schools included Perry, Greene County, Paton-Churdan, Woodward Granger, A-D-M, West Central Valley, Adair Casey/Guthrie Center, Panorama, Nodaway Valley, Winterset. We ran 30 second announcements promoting our Broadcasting Scholarships.
- February 7, 2022, a student from Greene County High School, spent a half day with our News, On-air and Sales department learning about various careers in Broadcasting.

- February 25, 2022 Doug Rieder, an Account Executive and a Broadcaster with Raccoon Valley Radio went to Greene County High School in Jefferson to help a FFA student work on her presentation for the March 5 FFA District Contest. She is presenting Radio News in which she has 30 minutes to prepare a newscast with news, markets, weather, and a commercial, plus an Open and Close, then she presents it to a judge. The newscast must be at least four minutes long, but not longer than 4-1/2 minutes. They went over reading markets, the open and close, and the commercial she had written.
- March 25, 2022 M & H Broadcasting Inc. SEU Jim Butler attended a Webinar “Staying on Top of Your Broadcast FCC EEO Obligations”. This webinar was hosted by David Oxenford with Wilkinson, Barker & Knauer Law, and was provided to stations by several State Broadcasting Organizations, including the Iowa Broadcasters Association. Mr. Butler represented stations KNIA, KRLS, KCII, KGRA, KKRK & KDLS.
- March 26, 2022 Chris Cohea, Program Director at M & M Broadcasting attend Guthrie County STEM Fest, at the Stuart Elementary School in Stuart. Various business from around the area set up booth, and discussed how Science, Technology, Engineering and Math pertained to their business.
- April 15, 2022 John McGee General Manager of Raccoon Valley Radio give Careers in Broadcasting Presentation to Adel-Desoto-Minburn High School classes. Topics included to Careers in Broadcasting and responsibilities of Journalists. A demonstration in news recording and editing was also given to 3 different classes of about 25 students each.
- June 2022-August 2022 4-H Recording: Prior to each County Fair for Adair, Dallas, Greene, and Guthrie 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 we edit and produce commercials and other station promotional announcements.
- June 29, 2022, John McGee General Manager of Raccoon Valley Radio, along with Doug Rieder, an employee of Raccoon Valley Radio attended a Career Fair at Wild Rose Casino in Jefferson, hosted by Greene County Economic Development. We talk with about 15 residents of Greene County about careers in broadcasting and available sales openings we had at Raccoon Valley Radio.
- July 12, 2022 John McGee General Manager of Raccoon Valley Radio, participated in a Webinar presented by the Ohio Association of Broadcasters, in conjunction with the Iowa Broadcasters Association, where current FCC EEO Rules and Regulations were reviewed. This Webinar was held from 10:00 – 11:00 AM.
- July 16, 2022, Company SEU Jim Butler along with Raccoon Valley Radio General Manager John McGee attended an Iowa Broadcasters Association Seminar held in Altoona Iowa. At this seminar, we attended a workshop that was hosted by Attorney David Oxenford where we discussed the EEO Process and procedures. We attended to learn about any changes to the EEO policy and procedures and to ask questions regarding any issues. Mr. Oxenford answered all questions and provided more insight as to the requirements by each station.
- August 9, 2022 Awarded 2 Business and Broadcasting Scholarships. Applications were mailed to 10 area high schools in January and applications were also available online at raccoonvalleyradio.com with on air promotional announcements airing February 1 – April 15, 2022. We received 7 applications.
- There were no internships this year at Raccoon Valley Radio.