

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): [KNIA AM/FM & KRLS FM Knoxville, Iowa 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: [KNIA AM/FM & 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	Knoxville News/Sports	kniakrls.com	7
2	Warren County News, sports, sales combo	Personal Contact Developed New position	1
3	Knoxville News/Sports	KNIA/KRLS Radio	4
4			
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	KNIA/KRLS Radio On Air Announcements (641) 842-3161 Knoxville & Pella, Iowa	2	Knoxville News/Sports
2	www.kniakrls.com	1	Knoxville News/Sports
3	Job Fair	0	None
4	Zip Recruiter	1	Knoxville News/Sports
5	Iowa Broadcasters Association www.iowabroadcasters.com	2	Knoxville News/Sports Knoxville News/Sports
6	In Station Postings	1	Knoxville News/Sports
7	TVRadiojobs.com	0	Knoxville News/Sports
8	Sports Talent Agency of America	4	Knoxville News/Sports
9	Personal Contact	1	Warren County News, Sports, Sales Combo

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

****Indicates sources that have requested notification of job openings. None**

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

[KNIA AM & KRLS 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 current EEO program and practices. All procedures were scrutinized with no changes deemed needed at this time.
- October 2021 – September 2022: Aired special announcement for area groups and organizations to inquire about being made aware of all job openings. This aired a minimum of 1X per day, Monday – Sunday on KNIA and KRLS. We had no requests.
- KNIA/KRLS Radio is hosting an intern from Central College for the remainder of the school year as well as through the summer of 2022. This intern is splitting their time between the On Air/Production division, the traffic & logging division and the News Division. The intern is devoting 8 to 10 hours per week and is receiving class credit for their time.
- March 1, 2022: Mailed Letters and scholarship application forms to area schools for the KNIA/KRLS Business and Broadcast Scholarship. In May KNIA/KRLS will award 3 - \$300 scholarships to 3 area graduating seniors who are pursuing a career in Broadcasting or Broadcasting/Business. This application is also available online at kniakrls.com and there are :30 sec messages airing on KNIA and KRLS promoting the scholarship and how area graduating seniors can apply. Schools include, Knoxville, Pella, Pella Christian, Indianola, Melcher Dallas, Norwalk, PCM, Pleasantville, and Twin Cedars.
- March 10, 2022: SEU Jim Butler, representing all Stations in our company, participated in Career Fair at Indian Hills Community College in Ottumwa, Iowa, This was an event for Indian Hills Community College students only. Visited with approximately 27 students about opportunities in our company ranging from On Air broadcasting, production, News, Sports, Traffic and Marketing. Handed out Applications to those I visited
- March 28, 2022: KNIA/KRLS Staff in Indianola hosted a Student from Victory Christian Academy, along with his mother, for 2 hours of job shadowing the Indianola News Director as well as recording a promotional announcement for a local business to be used during Indianola High School Athletic broadcasts.
- Awarded 3 - \$300 Broadcasting Scholarships. We received a total of 12 Applications. Checks were mailed to recipients on May 16, 2022.

- On 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 from Washington DC 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.