

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, 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: [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	Assistant News Director/Announcer	Indeed	4
2	News Director	Personal Contact	1
3	Sports Director	Indeed	4
4			
5			
6			
7			
8			
9			
10			

Total Number of Persons Interviewed During Applicable Period: **9**

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	8	All Positions
5	Iowa Broadcasters Association web page www.iowabroadcasters.com	0	All Positions
6	In Station Postings	0	All positions
7	TVRadiojobs.com	0	Assistant News Director/Announcer
8	Broadcast Center St. Louis	0	Assistant News Director/Announcer
9	Radio Broadcast School	0	Assistant News Director/Announcer
10	Personal Contact/ Referral	1	News Director

Total 9

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 program and practices. All procedures were scrutinized with no changes deemed needed at this time.
- October 16th, 2021: Company SEU Jim Butler attended a job fair in Knoxville Iowa, Saturday October 16th 2021 from 10am-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 aforementioned 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 16th, 2021: Career Day. Zach Ulin with KCII Radio participated in career day with students and faculty at Mid-Prairie High School on November 16th, 2021. KCII Presented skills, recruitment information, job training, education information and internship/part time opportunities to students. KCII also presented important aspects of the radio business to those who attended. There were 3 20 minute presentations made that morning.
- December 6th, 2021: Public Presentation: Zach Ulin, KCII Program director, made a 20 minute presentation detailing how the station serves the Kalona Community at the Kalona Rotary club hosted by Jeremy Ours. Information covered was: News Coverage, Sports Coverage, Signal area, overall staff, special programming, weather coverage and community outreach and more.
- December 14th, 2021: Career Day Presentation: KCII General Manager Joe Nichols did a career day presentation at the Washington Middle School. Teacher Erik Bucholz's asked Mr. Nichols to come and talk with his 7th grade class about my career history, including how I ended up where I am, average income for my job, average education needed, hours worked weekly and advice for the students. The students also had opportunities to ask questions. Class was from 10:45am-11:45am.
- January 12th, 2022: Leadership Washington: Hosted by the Washington Chamber of Commerce, the Leadership Washington Group toured the station for their Media Day from 9:10am-10am. 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, Zach Ulin and Sam McIntosh. Approximately 24 in the group. We also allowed those interested to read lunch menus for the month for our local school which we aired

- July 16th, 2022: On July 16th, 2022, Company SEU Jim Butler, along with Raccoon Valley Radio General Manager, 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.