

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, 2025, to and including September 30, 2026 (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, 2025 to September 30, 2026

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	Dallas Co New Director	Community Referral	1
2	Perry #2 AE (1 st Hire)	Indeed.com	3
3	Perry #2 AE (2 nd Hire)	Indeed.com	1
4	Stuart AE (1 st Hire)	Indeed.com	2
5	Stuart AE (2 nd Hire)	Indeed.com	2
6	Perry #2 AE (3 rd Hire)	Indeed.com	1
7	News-Sports	Staatalent.com	1
8	Perry #1 AE	Community Referral	1

Total Number of Persons Interviewed During Applicable Period: 12

1. 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	9	Perry #2 AE (1 st Hire) Perry #2 AE (2 nd Hire) Stuart AE (1 st Hire) Stuart AE (2 nd Hire) Perry #2 AE (3 rd Hire) News-Sports Perry #1 AE
2	lowabroadcasters.com	0	Perry #2 AE (1 st Hire) Perry #2 AE (2 nd Hire) Stuart AE (1 st Hire) Stuart AE (2 nd Hire) Perry #2 AE (3 rd Hire) News-Sports Perry #1 AE
3	Community Referral	2	Dallas Co New Director Perry #1 AE
4	Staatalent.com	1	News-Sports

Total 12

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

We made 8 hires during 2025-2026.

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

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

Description of the activities.

- Raccoon Valley Radio had two paid internships (part-time). The first from January 13, 2026, to May 8, 2026. This individual assisted with production and on-air operations. The second was started September 8, 2026, and will continue into 2027. The second individual is assisting in developing internal and external marketing systems and working as a sales assistant, learning marketing and sales.
- On December 18, 2025, John McGee had a booth at the Adair-Casey/Guthrie Center High School Career Fair. He answered questions and presented information regarding the careers in broadcasting. Approximately 240 9th to 12th grade students went through.
- December 29, 2025: At our Managers/Ownership meeting We 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. We will continue to look into how we can take part in more job fairs to improve our outreach. John, company, SEU will further look into upcoming job fairs to help increase participation.
- March 16, 2026, John McGee GM, Owner, Presented to the Jefferson Rotary. Discussed the future of local radio and how, as an owner, we plan to continue to serve our community.
- March 31, 2026, John McGee presented at 3 different Career Day sessions at Perry High School. He answered questions and presented information regarding the careers in broadcasting. Approximately 20, 9th to 12th grade students attended each session.
- April 10, 2026, John McGee presented at 3 different Career Day sessions at Adel DeSoto Minburn High School. He answered questions and presented information regarding the careers in broadcasting. Approximately 25, 11th and 12th grade students attended each session.
- February 14, 2026, Emailed 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.
- May 13, 2026, Awarded 2 Business and Broadcasting Scholarships. Applications were mailed to 10 area high schools in February, and applications were also available online at raccoonvalleyradio.com with on air promotional announcements airing February 1 – April 6, 2026. We received 13 applications.
- June 2026-August 2026 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 to edit and produce commercials and other station promotional announcements.