

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, 2019 to and including September 30, 2020 (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.

Annual EEO Public File Report Form

Covering the Period from October 1, 2019 to September 30, 2020

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	5
2	Office Manager-	Facebook	3
3	Sales Representative	Referral	1
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	5	All Positions
5	Iowa Broadcasters Association web page www.iowabroadcasters.com	0	Assistant News Director/Announcer
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	Sales Rep
11	KCII Facebook Page	3	Office/Traffic Manager/ Assistant News Director/Announcer

Total 9

Indicates sources that have requested notification of job openings.

Annual EEO Public File Report Form

Covering the Period from October 1, 2019 to September 30, 2020

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.
- January 8th, 2020: Leadership Washington Group toured the station for their Media Day. 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. Approximately 25 in the group. We also allowed those interested to read lunch menus for the month for our local school which we aired.
- February 24th, 2020: Mailed and Emailed scholarship applications to area high schools including Washington, Mid-Prairie, IMS, Sigourney, Keota, WACO, Highland, Lone Tree, Winfield-Mt. Union, Mediapolis and Pekin Schools. Letters and applications were sent to school Guidance Counselors and applications were also posted on kciiiradio.com web site. We had 11 applicants apply and awarded 2 scholarships. One to JD Stout of Keota High School and one to Sophie Bell of Washington High School.
- November 14, 2019: Company SEU Jim Butler attended and participated in a Job Fair that was organized by Iowa Works of Southern Iowa, The Iowa National Guard and Mahaska County Agricultural and Rural Development, Future Ready Iowa and Home Base Iowa. The event was held at the Penn Central Mall in Oskaloosa Iowa. Approximately 22 businesses took part and approximately 130 people attended the event. During the event, we visited with several individuals and discussed the employment and career opportunities at all of our station including KCII in Washington Iowa, KNIA & KRLS Radio in Knoxville, Pella & Indianola Iowa and the Racoon Valley Radio Group. This information included Sales/Marketing, On air, news, sports and administrative positions. Information about all stations was passed out to those who showed an interest in the broadcasting business. We took 0 applications from those we talked with. The persons organizing the job fair included Amy Brink with Iowa Workforce Development (amy.brink@iwd.iowa.gov) and Dean De Groot (ddegroot@oacd.org). with them and said they would return at a later date. Kimberly Arnold and Michael Cockrum were the 2 who organized this annual event.

- February 14th, 2020: Thursday February 13th, Company SEU Jim Butler and RVR General Manager John McGee attended a Career Fair at Drake University in Des Moines, Iowa to promote M&H Broadcasting Inc and stations KNIA/KRLS/KCII/KDLS/KKRF & KGRA. The first 30 minutes for the career fair was exclusively set up for seniors who will be graduating in May. The remainder of the time was available for all students, Freshman through Senior class, to come visit with prospective employers. Jim and John shared with the students they visited with, possible opportunities in the broadcast field and specifically about our company and the opportunities available with our company. Jim and John visited with many students, several students signing up to be placed on our list of prospective employees. Nearly 150 businesses set booths and Drake University estimated that nearly 400 students attended the career fair. The Career fair was sponsored by Drake University and was the 2nd year in a row that we have participated.