

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, 2024 to and including September 30, 2025 (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, 2024 to September 30, 2025

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	News Asst/ Sports Anncr	Indeed	3
2	News Asst/ Sports Anncr	Indeed	3
3			
4			
5			
6			
7			
8			
9			
10			

Total Number of Persons Interviewed During Applicable Period: 6

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	6	News Asst/ Sports Anncr
2	IBA	0	News Asst / Sports Anncr
3	KCII Website	0	News Asst/ Sports Anncr
4	IBNA	0	News Asst/ Sports Anncr
5	STAA	0	News Asst/ Sports Anncr
7			
8			
9			
10			

Total 6

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.]

- April 21st, 2025: Mid-Prairie Schools: MP Schools is partnering with local authorities, The University of Iowa and KCII Radio to stage a mock crash related to distracted driving to promote prom safety. KCII was a part of the presentation with mock live news coverage of the event.
- April 21st – 25th, 2025: KCII Staff members including sports, news and program director hosted a student for the WACO School district Internship. A WACO Student was at the KCII Studios, News & Sports events with KCII employees to log a total of a minimum of 24 hours of time for the internship.
- June 4th, 2025: SEU Jim Butler participated in a Job Fair sponsored by the Iowa Workforce Development. The Job fair took place at the Marion County Public Health Building at 2003 North Lincoln in Knoxville, IA. The job fair was in conjunction with the Iowa Works Mobile Workforce Center. Jim visited with job seekers about opportunities at our stations. Most conversations centered around Advertising Sales and On-Air positions. Several job seekers took applications to fill out and return to the radio station for further review and possible interviews.
- May 23rd, 2025: Awarded 2 - \$750 Business & Broadcasting Scholarships to 2 area seniors who plan to attend a 2 year or 4 year college with focus on Business or Broadcasting. We received a total of 9 applications. Checks were given to recipients on May 23rd.