

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, 2023 to and including September 30, 2024 (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, 2023 to September 30, 2024

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	Sales Rep	Personal Contact	1
2	Sales Rep	Personal Reference	2
3			
4			
5			
6			
7			
8			
9			
10			

Total Number of Persons Interviewed During Applicable Period: **3**

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	Personal Contact/Referral	1	Sales Rep
2	Personal Contact/Referral	2	Sales Rep
3			
5			
6			
7			
8			
9			
10			

Total 3

Indicates sources that have requested notification of job openings.

Annual EEO Public File Report Form

Covering the Period from October 1, 2023 to September 30, 2024

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.]

- October 25th, 2023: Today, Jim Butler (Company SEU) participated in a job fair at the Iowa Events Center/Wells Fargo Arena in Des Moines. The job fair was sponsored by Iowa Wild Hockey Organization. There were approximately 25 different businesses recruiting for new hires. Our booth was recruiting for all stations in our company (KNIA/KRLS, KCII, KDLS, KKRF & KGRA). We visited several possible applicants and explained the different opportunities at each station. Applications were handed out to those who wanted one as well as information regarding our company and stations. The event ran from 2:30p-4:30pm and all stations were represented.
- January 3rd & 9th, 2024: Zach Ulin & Jennifer Wilkerson with KCII went to the West Branch School district, providing instruction to students during J-Term courses by having those that work in select fields discuss their positions, education and experience. Zach (Program Director at KCII) and Jennifer (News Director at KCII) prepared a presentation to cover the above topics and hosted an interactive Q&A Session with students and faculty on campus, in person, on the dates above.
- February 2nd 2024: At our end of Month managers meeting, present were COO-Michael Suhr, Director of Sales Ted Feldman, Senior GM Jim Butler, KCII Radio GM Joe Nichols, Raccoon Valley Radio GM John McGee. During this meeting we as a group discussed the upcoming EEO Audits that will be happening with several Iowa Radio Stations. We also discussed our current EEO system that includes Recruitment, Record Keeping and reporting. After talking through 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. It was also discussed how we can take part in more job fairs to improve our outreach. Jim Butler & Michael Suhr will further look into upcoming job fairs to help increase participations.
- April 16th, 2024: Company SEU Jim Butler participated in a job fair in Fairfield Iowa. This event was sponsored by Iowa Workforce Development and was held at the Fairfield Arts and Convention Center. Over 35 businesses attended. Our search includes candidates for Advertising/Marketing Account executives and On-Air personalities both experienced and entry level. Several attendees asked for applications for the on-air positions. 2 resumes were collected.
- April 17th, 2024: SEU Jim Butler along with General Manager John McGee, participated in a career Fair at the Iowa Events Center/Wells Fargo Arena in Des Moines, Iowa. This event was sponsored by the Iowa Wild. Over 30 businesses

participated with booths. Our search includes candidates for Advertising/marketing Account executives and On-Air personalities both experienced and entry level. Several attendees asked for applications for the on-air positions. And several showed interest in learning more about the Advertising/Marketing Account executive positions at all locations. 1 resume was collected.

- May 29th, 2024: 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 16 applications. Checks were given to recipients on May 29th.