

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, 2016 to and including September 30, 2017 (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, 2016 to September 30, 2017

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	Evening Annncr/News Asst.	Indeed	3
2	Sports Announcer/Director	Indeed	8
3			
4			
5			
6			
7			
8			
9			
10			

Total Number of Persons Interviewed During Applicable Period: **11**

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	11	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	All positions
8	University of Iowa	0	All Positions
9	Radio School Wisconsin	0	Sports Announcer
10	Brown College	0	Sports Announcer
11	Broadcast Center St. Louis	0	Sports Announcer
12	Central College	0	Sports Announcer
13	Iowa State University	0	Sports Announcer

Total 11

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.
- November 11th, 2016: 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. The event was held at the Penn Central Mall. Approximately 45 businesses took part and approximately 400 people attended the event. During the event, they visited with many individuals and discussed the employment opportunities at all of our stations, including KCII in Washington Iowa, KNIA & KRLS Radio in Knoxville and Pella Iowa and the Raccoon 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 did take 6 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 DeGroot (ddegroot@oacdg.org)
- December 22, 2016: 10th Grade Speaker Day- Hosted by Workplace Learning Connection and Kirkwood Regional Center. Participating employee Joe Nichols, GM KCII Radio. Talked with 6 different groups of 10th graders, 140 total, about being in radio, how I got to where I am and what is needed for them to be a part of radio and broadcasting if they choose this as a career. The main purpose was to expose kids to different careers and professionals in those fields.
- January 11th, 2017: 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 & Tyler Gumm. 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 16th, 2017: Company SEU Jim Butler attended and participated in the Southern Iowa Career Fair. The event was co-sponsored by Iowa Works and Indian Hills Community College. The event was held on the campus of Indian Hills Community College in Ottumwa, IA from 10a-4p. Approximately 70 different businesses participated in the event and roughly 400 persons attended the event. We passed out information about all of the M&H Broadcasting Inc stations, including KNIA/KRLS/KCII/KDLS/KKRF & KGRA. Approximately 25 applications were distributed, none returned before the end of the day.
- August 22nd, 2017: Company SEU Jim Butler, representing all station of M&H Broadcasting Inc., attended a “Business & Community Connection Fair” sponsored by Central College in Pella Iowa for new students. Along with Jim Butler, Program Director Spencer Dirks and News Director Andrew Schneider also attended. This was an opportunity to visit with incoming students for the year, discuss career opportunities in the broadcast business as they are still deciding their majors. We handed out station t-shirts. We also discussed possible part time announcer positions with students and took several applications. Throughout the event, we visited with and met nearly 185 college freshman.
- February 1st, 2017: 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 kciiradio.com web site. We had 9 applicants apply and awarded 2 scholarships. One to Michael Dillon of Washington and one to Sarah Vorwerk of Mediapolis.