

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): [Station Call Sign(s) and Communities of License] 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, 2008 to and including September 30, 2009 (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 hiree 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 hiree 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, 2008 to September 30, 2009

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	Advertising Sales	KCII Radio On Air	3
2	News Director	Iowa Broadcasters Website	4
3	Night Announcer / News	In Station Posting / Part Time to Full Time promotion	1
4	Advertising Sales	Personal Contact	3

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	1	All Positions
2	www.kciiradio.com	2	All positions
3	Washington Evening Journal	2	All Positions
4	Brown College MN www.placement.browncollege.edu Karol Career Services 1-800-627-6966	0	Night Announcer News Director
5	Iowa Broadcasters Association web page www.iowabroadcasters.com	1	All Positions
6	Iowa Workforce Development	0	Advertising Sales
7	TVRadiojobs.com	0	News Director Night Announcer
8	www.southeastiowahelpwanted.com	2	Advertising Sales
9	Broadcast Center St. Louis MO John Carroll (314) 647-8181 St. Louis MO	0	News Director Night Announcer
10	www.RTNDA.org	1	News Director
11	Ill. Center for Broadcasting Career Placement Services Lombard, IL	0	News Director Night Announcer
12	Personal Contact	1	Advertising Sales
13	Ohio Center for Broadcasting Valley Veiw Ohio, 44125 Placement Director (216) 447-9117	0	News Director Night Announcer
14	In Station Postings	1	All Positions
15	* Central College Pat Kitzman Box 0153 Pella IA 50219	0	All Positions
17	* University of Iowa Jane Schildroth E350 Pomerantz Center Iowa City IA 52242	0	All positions
18	* Radio 1 Broadcast School Joe Deschler La Crosse WI 54603	0	Night Announcer

Total 11

*Indicates sources that have requested notification of job openings.

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KCII AM & FM

Description of the activities.

- October, 2008 Owner and designated SEU met to discuss our current EEO program and practices. All procedures were scrutinized with no changes deemed needed at this time.
- Scholarship Program – In conjunction with our Senior Salutes program, that congratulates area high school graduates on their achievements, KCII ran on air announcements about our “Business to Business” scholarships. Two \$250 scholarships were awarded to two area graduating high school students that were continuing their education in business.
- Aired 30 second announcements promoting IBA Broadcasting Scholarships.
- Adam Welker (Sales Manager) did a career day at a local school answering questions on broadcasting and how to get into broadcasting as a career.
- Station tours conducted for area 4H and Cub Scout groups throughout the year by station employees... answer questions on how local radio station works.
- We record announcements from local 4H clubs promoting their upcoming fair entries and exposing them to radio broadcasting.
- We record school lunch menus throughout the school year with area students, exposing them to recording and editing radio content.