

KICD-AM, KICD-FM, KMRR-FM and KMRR HD-2

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report is to comply with Section 73.2080 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 stations: KICD-AM, Spencer, Iowa, KICD-FM, Spencer, Iowa, KMRR-FM, Spencer, Iowa, and KMRR HD-2 Spencer and Spirit Lake, Iowa and is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in the Report covers the time period beginning **October 1, 2024 to and including October 1, 2025.**

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 Stations 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 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 initiatives undertaken pursuant to Section 73.2080 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, over the telephone or by e-mail.

APPENDIX 1
TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **October 1st, 2024 TO October 1st, 2025.**
STATIONS COMPRISING THE STATION EMPLOYMENT UNIT:
KICD-AM, KICD-FM, KMRR-FM and KMRR HD-2

Section 1: Vacancy Information

<u>Full-time Positions Filled by Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from All Sources For This Position</u>
1. Full Time Media Advisor	Indeed	2
2. Full Time Media Advisor	(Not yet filled)	1
3. Full Time Announcer	(Not yet filled)	0

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

APPENDIX 2

TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **OCTOBER 1ST, 2024 TO OCTOBER 1ST, 2025** STATIONS
COMPRISING STATION EMPLOYMENT UNIT:
KICD-AM, KICD-FM AND KMRR-FM, and KMRR HD-2

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
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IOWA LAKES COMMUNITY COLLEGE 300 South 18 th Street Estherville, Iowa 51334 (712) 362-2604	0	3
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BROADCAST CENTER 2360 Hampton Ave. St. Louis, MO John Carrol , Placement Director 314.647.8181 telephone www.broadcastcenterinfo.com	0	0
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MORNINGSIDE COLLEGE MASS COMMUNICATION 1501 Morningside Ave. Sioux City, Iowa 51106	0	3
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UNI CAREER SERVICES 1227 W 27 th Street Cedar Falls, Iowa 50614	0	3
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SOUTH DAKOTA STATE UNIVERSITY 1175 MEDARY AVE. SOUTH BROOKINGS, SD 57006	0	1
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IOWA BROADCASTERS ASSC. P.O BOX 71186 DES MOINES, IOWA 50325	0	1
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BRIAR CLIFF COLLEGE 3303 REBECCA STREET SIOUX CITY, IOWA 51104	0	1
BUENA VISTA COLLEGE 610 WEST 4 TH STREET STORM LAKE, IOWA 50588	0	1
IOWA CENTRAL COMMUNITY COLLEGE 330 AVENUE M FORT DODGE, IOWA 50501	0	1
UNIVERSITY OF NORTHERN IOWA SSC # 19 CEDAR FALLS, IOWA 50614	0	1
ISU GREENLEE SCHOOL OF JOURNALISM & COMMUNICATION 101 HAMILTON HALL AMES, IA 50011	0	0
UNIVERSITY OF IOWA SCHOOL OF JOURNALISM & COMMUNICATION 100 ADLER JOURNALISM BLDG IOWA CITY, IA 52242	0	0
MINNESOTA STATE UNIVERSITY-MANKATO 3 MORRIS HALL MANKATO, MN 56001	0	0
NORTHWEST IOWA COMMUNITY COLLEGE 600 WEST PARK ST. SHELDON, IA 51201	0	0
WALDORF UNIVERSITY 106 SOUTH 6 TH ST. FOREST CITY, IA 50436	0	0

NATIONAL ASSOCIATION OF 0
FARM BROADCASTERS
1100 PLATTE FALLS ROAD
PLATTE CITY, MISSOURI 64079

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INDEED 2 2
<http://www.indeed.com>

JOURNALISM JOBS.COM 0 0
<https://www.journalismjobs.com>

RADIO JOBS 0 1
<https://radiojobs.org>

RAMP – RADIO & 0 1
MUSIC PROS
RAMP247.com

RADIO INSIGHT 0 1
[Home - RadioInsight](#)

TALKERS
[TALKERS magazine – The Bible of Talk Radio and the New Talk Media](#)

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IOWA WORKFORCE 0 0
DEVELOPMENT
217 West 5th Street
Spencer, IA 51301
(712) 262-1971

EMPLOYMENT 0 0
CONNECTIONS
905 SOUTH GRAND AVE.
SPENCER, IOWA 51301

KICD-AM On Air 0 3

KICD-FM On Air 1 3

KMRR-FM On Air 0 3

KMRR-HD-2 0 3

www.northwestiowanow.com 0 3

www.bigcountry1077.com	0	3
www.more1049.com	0	3
www.pureoldiesspencer.com	0	3

KICD-AM Facebook Page	0	3
KICD-FM Facebook Page	0	3
KMRR-FM Facebook Page	0	3
PURE Oldies Facebook Page	0	3

APPENDIX 3

**TO THE ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM **OCTOBER 1, 2024 TO OCTOBER 1, 2025**
STATIONS COMPRISING STATION EMPLOYMENT UNIT:
KICD-AM, KICD-FM, KMRR-FM, and KMRR HD-2**

**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by Stations KICD-AM, KICD-FM, KMRR-FM and KMRR HD-2.**

**KICD-AM, KICD-FM, KMRR-FM, AND KMRR HD-2 HAVE ACHIEVED BROAD
OUTREACH THROUGH THE FOLLOWING ACTIONS:**

1. KICD AM & FM, KMRR FM have broadcast announcements on a monthly basis alerting the public and those interested of our on air openings.
2. KICD AM & FM and KMRR FM broadcast various public affairs interviews during the year and aired news stories of various non-profit public events within the broadcast area.
3. KICD AM & FM and KMRR FM offer a paid internship program. Interns register for the internship and also receive college credit for the experience. The individuals keep a log of hours and compose a reflection paper on their experience. Our radio stations then evaluate the intern after internship completion and forward that to the broadcast instructor.

The radio stations have also offered job shadowing positions as part of a grade in career development courses at area community High Schools.

4. KICD AM & FM and KMRR FM will broadcast severe weather warnings within the broadcast area to alert the public. When public functions are cancelled or postponements, the stations will make those announcements over the air and made available on the station web sites.