

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year				
1	Job Title:	GENERAL MANAGER	Date Filled:	03/16/26
2	Job Title:	CHIEF ENGINEER	Date Filled:	04/16/26
3	Job Title:	NEWS REPORTER	Date Filled:	08/18/26
4	Job Title:	MEDIA ADVISOR	Date Filled:	09/08/26
5	Job Title:	TRAFFIC MANAGER	Date Filled:	12/08/25
6	Job Title:	MEDIA ADVISOR	Date Filled:	11/10/25
7	Job Title:	MORNING CO-HOST	Date Filled:	11/03/25

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

JOB TITLE	# of Applicants	# of Interviews	# of Hires	Recruitment Source ("RS") # from Master Recruitment Source Tab	RS # Referring Hiree	NOTES
General Manager	4	4	1	Radio Ink, Inside Radio, Saga Careers Site	13	
Chief Engineer	3	3	1	IA Broadcasters Assoc (Job Bank), Saga Careers Site, On Air Recruiting (Radio), Radio Ink, Barrett Media, Ramp247, lowaworks.com (Job Bank), Spencer Reporter, I Hire Broadcasting, Inside Radio, SMG	20	
News Reporter	2	2	1	SMG, Indeed.com, Iowa Works (Job Bank)	14	
Media Advisor	21	6	1	Indeed, SMG, LinkedIn, On Air Recruiting (Radio), Iowa Works (Job Bank), IA Broadcasters (Job Bank)	12	
Media Advisor	1	1	1	On Air Recruiting (Radio)	12	
Traffic Manager	1	1	1	On Air Recruiting (Radio)	5	Applied for MA position - No applicant response to TM ad. SMG reached out to Avarie regarding interest in TM position
Morning Co Host	3	1	1	On Air Recruiting (Radio), IA Broadcasters Assoc (Job Bank)	10	

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past year (this will be a raw number)**18****D. Total Number of Applicants for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:****35**

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes. Stations in employment units with more than 10 full-time employees must complete 4 initiatives in a two-year period.

OUTREACH ACTIVITY DESCRIPTION

For Period Covering: 10/1/2025 - 09/30/26

Participated in general outreach efforts by means of Iowa Broadcasters Job Bank and Iowa Workforce Job Bank in addition to other recruiting sources for job openings

January 2026 On-Site Business Manager retired. New Business Manager working from other Saga Communications Market. Promoted Content Creator/Play By Play Announcer to Office Manager to assist new BM with accounting/office duties

Mentoring PT Board Op to shadow Play By Play Announcer at selected games to be able to work up to doing sports color and possibly play by play for SMG

Internship Program Paid Internship program during the summer to provide skills related to the broadcast industry. Programming and Promotions Departments

Provided tours of the Spencer Media Group facilities to local community groups/schools to allow them to observe the operations and management side of radio.

Hosted Job Fair sharing career opportunities at SMG

Type of Recruitment Initiative	Date	Brief Description of Activity	No. of Station Participants	Participant Title
#8 Training Program	2/1/2026	Content Creator/Play By Play Announcer given additional Office Manager responsibilities to assist Business Manager with Accounting/Office functions	1	Office Manager
#9 Mentoring Program	8/26/2026	Mentoring PT Board Op to shadow Play By Play Announcer at selected games to be able to work up to doing sports color and possibly play by play for SMG	1	Play By Play Announcer
#6 Outreach	3/27/2026	Job Bank Posting for Chief Engineer (IA Broadcasters & IWF)	1	General Manager
#6 Outreach	7/2/2026	Job Bank Posting for Media Advisor (IA Broadcasters & IWF)	1	General Manager
#6 Outreach	7/2/2026	Job Bank Posting News Reporter (IWF)	1	Business Manager
#6 Outreach	9/17/2025	Job Bank Posting Morning Co Host (IA Broadcasters)	1	Director of Content
#5 Internship Program - Annual	Summer 2026	Established internship program. Staff intern during the summer season each calendar year to provide skills related to the broadcast industry	1	Director of Content

KICD-AM, KICD-FM, KMRR-FM, KMRR HD-2
 Spencer Media Group (Formerly Spencer Radio Group), Spencer, IA
 EEO Public File Report

Period Covered: October 1, 2025 - September 30, 2026

MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information		Phone	Source Entitled to Vacancy Notification? (Yes / No)	No. of Interviewees Referred by RS Over Reporting Period
1	Barrett Media	barrettmedia.com		N	0
2	Iowa Broadcasters Association (Job Bank)	PO Box 71186, Des Moines IA 50325		N	0
3	Saga Communications Inc	www.sagacom.com/careers		N	1
4	LinkedIn	www.linkedin.com	650-687-3600	N	0
5	On-Air Recruiting Commercial (Radio Ad)	2600 Hwy Blvd, Spencer, IA	712-262-1240	N	2
6	Handshake	www.app.joinhandshake.com		N	0
7	Employee Referral			N	0
8	Non-Employee Referral			N	0
9	Internal Application	2600 Hwy Blvd, Spencer, IA	712-262-1240	N	1
10	Internal Applicant (Transfer/Promotion)	2600 Hwy Blvd, Spencer, IA	712-262-1240	N	1
11	Word of Mouth			N	0
12	Indeed.com	www.indeed.com		N	8
13	Inside Radio	www.insideradio.com		N	3
14	Spencer Media Group (SMG)			N	0
15	Job Fair			N	0
16	Ramp247	www.Ramp247.com		N	0
17	Social Media			1	0
18	Direct Reach out			N	0
19	Radio Ink			N	0
20	Iowa Workforce (Job Bank)			N	1
21	College/School Mailing List*			N	0
22	Spencer Reporter			N	0
23	NW Iowan	www.northwestiowanow.com		N	0
24	Other			N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD			TOTAL APPLICANTS	35	18

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IOWA LAKES
COMMUNITY COLLEGE
300 South 18th Street
Estherville, Iowa 51334
(712) 362-2604

BROADCAST CENTER
2360 Hampton Ave.
St. Louis, MO
John Carrol , Placement Director
314.647.8181 telephone
www.broadcastcenterinfo.com

MORNINGSIDE COLLEGE
MASS COMMUNICATION
1501 Morningside Ave.
Sioux City, Iowa 51106

UNI CAREER SERVICES
1227 W 27th Street
Cedar Falls, Iowa 50614

SOUTH DAKOTA STATE
UNIVERSITY
1175 MEDARY AVE. SOUTH
BROOKINGS, SD 57006

NORTHWEST IOWA
COMMUNITY COLLEGE
600 WEST PARK ST.
SHELDON, IA 51201

WALDORF UNIVERSITY
106 SOUTH 6TH ST.
FOREST CITY, IA 50436

BRIAR CLIFF COLLEGE
3303 REBECCA STREET
SIOUX CITY, IOWA 51104

BUENA VISTA COLLEGE
610 WEST 4TH STREET
STORM LAKE, IOWA 50588

IOWA CENTRAL
COMMUNITY COLLEGE
330 AVENUE M
FORT DODGE, IOWA 50501

UNIVERSITY OF NORTHERN
IOWA
SSC # 19
CEDAR FALLS, IOWA 50614

ISU GREENLEE SCHOOL OF
JOURNALISM &
COMMUNICATION
101 HAMILTON HALL
AMES, IA 50011

UNIVERSITY OF IOWA
SCHOOL OF JOURNALISM
& COMMUNICATION
100 ADLER JOURNALISM
BLDG
IOWA CITY, IA 52242

MINNESOTA STATE
UNIVERSITY-MANKATO
3 MORRIS HALL

EMPLOYMENT
CONNECTIONS
905 SOUTH GRAND AVE.
SPENCER, IOWA 51301

JOB TITLE OPENING	# of Applicants	DATE FILLED	Barrett Media	Iowa Broadcasters Assoc	Saga Careers Site	Linkedin	SMG Radio Spot	Handshake	Employee Referral	Non Employee Referral	Internal Application	Internal Applicant (Transfer/Pro motion)	Word of Mouth	Indeed.com	Inside Radio	SMG Careers Site	Job Fair	Ramp247.com	Social Media	Direct Reach Out	Radio Ink	Iowa Workforce	College/School Mailing List	Spencer Reporter	NW Iowa Now	Other	TOTAL
General Manager	4	03/16/26										1			3												4
Chief Engineer	3	04/16/26			1																	1				1	3
News Reporter	2	08/21/26					1							1													2
Media Advisor	21	09/08/26				1								20													21
Media Advisor	1	11/10/25												1													1
Traffic Manager	1	12/08/25					1																				1
Morning CoHost	3	11/03/25					2					1															3
																											0
																											0
																											0
																											0
	35		0	0	1	1	4	0	0	0	0	2	0	22	3	0	0	0	0	0	0	1	0	0	0	1	35