

EEO PUBLIC FILE REPORT

FOR

KILJ, Inc.

**This EEO Public File Report
Covers the One-Year Period
Ending on
September 30, 2019**

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in stations KILJ's public inspection file pursuant to Section 73.2080 (c) (6) of the Federal Communications Commission's (FCC) 2002 EEO rules. This report has been prepared on behalf of the station employment unit comprised of the following stations: KILJ AM & FM Mount Pleasant, 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 the report covers the time beginning October 1, 2018 to and including September 30th, 2019.

The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filed by the station(s) during the applicable period.
2. Recruitment sources utilized to fill the vacancy.
3. The recruitment source that referred the hiree to each full-time vacancy during the applicable period.
4. Data reflecting 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.

For the 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 email.

Section One: Vacancy Information

KILJ had one (1) full time openings during this time period.

Position:

Sales/Production (Full-time) Recruitment Source: Referral Date Filled: 04/15/19

Total number of applicants interviewed: twelve (12)

Section Two: Sources

KILJ AM&FM – Mount Pleasant, IA

2411 Radio Road

Mount Pleasant, IA 52641

www.kilj.com

on-air announcements, website listing, shared on our Facebook and Twitter pages

Iowa Association of Broadcasters

P.O. Box 71186

Des Moines, IA 50325

www.iowabroadcasters.com

University of Northern Iowa

Communications Studies Department

326 Lang Hall

Cedar Falls, IA 50614

www.commstudies.uni.edu

University of Iowa

Department of Communication Studies

105 Becker Communication Studies Building

Iowa City, IA 52242

<https://clas.uiowa.edu/commstudies/>

Iowa State University

Communication Studies Program

357 Carver Hall

Ames, IA 50011

<https://comst.las.iastate.edu/>

Sportscasters Talent Agency of America

Jon Chelesnik

<https://staatalent.com/>

Facebook Job Posting

Posting on-air, on the kilj.com website and on our front door

Indeed.com Listing

Interview From Sources That We Used

Iowa Broadcasters : 3
Indeed.com: 5
KILJ: 1
Sportscasters: 3

Section Three: Supplemental Employment Initiatives

Employees continued their radio education with training webinars from the Iowa Association of Broadcasters. Some of the webinar topics included sales tactics and radio production work.

Employees continued their training with software provider Broadcast Electronics to understand how the technology can work with other programs and virus protection software.

Judah Cooper, a student from the New London Community School district came to the radio station for a job shadowing position in May 2019. Judah worked along our morning team and learned our radio procedures. He practiced using our editing software and worked on-air with afternoon announcements.

News Director Theresa Rose worked with students at the New London Community High School in their Broadcast Journalist class entitled "Communication Arts" to discuss all aspects of news coverage including: establishing news sources, how to be prepared for interviews, doing interviews and to discuss live coverage of events and activities. Rose provided real life experience and instruction mentorship.

Employee Koehler Wendt participated in the Mount Pleasant Middle School's Career Day program. Students in grades 6 through 8 listened as Wendt spoke to them about various aspects of the radio business including: rules and regulations, jobs of employees and possible career paths in the industry. He also spoke about colleges and beneficial classes.

Staff serve on Southeastern Community College's Foundation Board. This institution services southeast Iowa with campuses in Burlington, Mount Pleasant and Keokuk, Iowa.

Radio station tours were given to local Girl and Boy Scout troops. A visiting TTT (a service organization) group also was given a tour. The station was shown, as well as the technology used and duties of employees were explained.

KILJ helped sponsor the Southeast Iowa Regional Job Fair and participated in the job fair. We spoke to participants about career opportunities and the various avenues available in the industry including marketing, sales, promotions, ad production, news and sports.

Theresa Rose spoke to the Noon Rotary about the radio station, her duties at the station and ethical dilemmas that the news department have to be addressed in her line of work.

Morning/Sports Director Nathan Bloechl volunteered his time to emcee events around the area the summer/fall of 2019. During one such event, he was in charge of a fundraiser banquet/award ceremony for Iowa Wesleyan University. He also volunteered on behalf of KILJ to emcee bingo during the Midwest Old Threshers Reunion as a fundraiser for the Old Threshers Foundation.

Sales Director Kadie Johansson served as an Ambassador for the Mount Pleasant Area Chamber Alliance. Duties included attending business meetings to drum up ideas to encourage business and industry to come to Mount Pleasant and volunteering at local events and fundraisers for area agencies and organizations.