

Annual EEO Public File Report

KCCK-FM

October 1, 2008-September 30, 2009

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 KCCK-FM and is required to be placed in the public inspection files of this station and posted on its website.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by KCCK-FM 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 EEO rule, which should be separately 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 such recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules

Sections 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed in Section 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 Section 1.

For purposes of the 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.

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Section 1

Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
	None	NA	0

Total Number of Persons Interviewed During Applicable Period: 0

Section 2

Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-Time Positions for Which this Source Was Utilized
	None	0	None

In 2008-2009, no sources requested notification of job openings.

Groups and organizations wishing to be put on the mailing list for notification of full-time vacancies should contact the station in writing as follows:

KCKK-FM
Attn: Employment Notifications
6301 Kirkwood Blvd. SW
Cedar Rapids, IA 52406

Appendix 3 to

KCCK-FM Annual EEO Public File Report Form

Covering the period from October 1, 2008-September 30, 2009

Station Comprising Station Employment Unit: KCCK-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KCCK-FM.

Activity: Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

a. Prairie High School Junior Interviews

Date: April 24, 2009

Participating Employee(s): Dennis Green, General Manager

Host/Sponsor of Activity: Prairie High School, College Community School District.

Description of Activity: As a requirement before graduation, Prairie juniors participate in a mock job interview, answering questions and having their portfolio evaluated just as if they were applying for a real job. Students who choose to come to KCCK do so because they are interested in a career in broadcasting and in addition to the mock interview, have an opportunity to ask questions and learn more about opportunities at KCCK and in broadcasting.

b. Kirkwood Communications Dept. Orientation and Employment Opportunities

Date: September 16-18, 2008

Participating Employee(s): Dennis Green, General Manager; Bob Stewart Program Director; George Dorman, News & Operations Director

Host/Sponsor of Activity: Kirkwood Community College Communications Professor, Gale Smetana

Description of Activity: Students in the Communications Department hear about employment opportunities now at KCCK as part-time announcers, interns and volunteers, and get to ask questions about future opportunities at KCCK and broadcasting in general.

c. KCCK Internship programs.

Date: March through August, 2009

Participating Employee(s): All Full-time staff.

Host/Sponsor of Activity: Workplace Learning Connection, Kirkwood Community College, Drake University.

Description of Activity: KCCK hosted three interns in the 2008-2009 academic year. Each student worked a minimum of 150 hours. Students spent time in each of the various departments in the station, helping to plan and staff station events, monitor and update KCCK's social media presence, and write/edit/produce news stories. The following students participated in KCCK internships in the 2008-2009 academic year.

- Betsy Schmillen, Kirkwood Community College, February-April 2009. Program Supervisor-Rose Kodet, Communications Professor.
- Stella Hart, Drake University, May-August 2009. Independent Study.
- Hayley Graham, Jefferson High School, June-August 2009. Program Supervisor-Laurie Worden, Workplace Learning Connection.

Activity: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

a. **Iowa Broadcasters Association Broadcast Journalism Scholarship**

Date: 2008-2009 Academic Year

Participating Employee(s): Dennis Green, General Manager

Host/Sponsor of Activity: Iowa Broadcasters Association(IBA), Quarton-McElroy Foundation.

Description of Activity: KCCK's General Manager is responsible for selecting, from a raft of applicants, two Kirkwood students interested in pursuing a career in radio/TV broadcasting. Each student receives a \$2000 scholarship.

b. **KCCK-FM Scholarship**

Date: 2008-2009 Academic Year

Participating Employee(s): Dennis Green, General Manager

Host/Sponsor of Activity: KCCK-FM

Description of Activity: KCCK awards a \$250 scholarship each year to a Kirkwood student interested in pursuing a career in broadcasting. The applications are evaluated and the scholarship awarded by KCCK's General Manager.

CERTIFICATION:

I hereby certify that the above information is true and complete, to the best of my knowledge.

Dennis Green
General Manager
KCCK-FM
October 1, 2009