

Annual EEO Public File Report
KCCK-FM
October 1, 2025 - September 30, 2026

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, by voice or video over telephone or IP, 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
	Operations Director	indeed	Four

Total Number of Persons Interviewed During Applicable Period: Four

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
	Kirkwood.edu job listings	2	Operations Director
	Kccck.org job listings	1	Operations Director
	Indeed	1	Operations Director
	HigherEdJobs	0	Operations Director
	Linkedin	0	Operations Director
	Inside Higher Ed	0	Operations Director
	IowaWORKS	0	Operations Director
	Corridorcareers.com	0	Operations Director
	Google Jobs	0	Operations Director
	Higher Education Recruitment Consortium	0	Operations Director
	Current.org (Public Media jobs board)	0	Operations Director

In 2025-2026, 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:

KCCK-FM

Attn: Employment Notifications

6301 Kirkwood Blvd. SW

Cedar Rapids, IA 52404

Appendix 3 to

KCCK-FM Annual EEO Public File Report Form

Covering the period from October 1, 2025-September 30, 2026

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. KCCK Internship Program

Date: 2025-2026 academic year

Participating Employee(s): Dennis Green, General Manager

Host/Sponsor of Activity: KCCK

Description of Activity: KCCK provides an internship opportunity to a qualifying high school or college student. The internship is a paid position, approximately 15 hours per week. The student assists with station events and is also assigned special projects, which require independent work. Projects included work on KCCK's Corridor Jazz project and HD-2 programming stream, KCCK's Jazz Band Camp, and Iowa City Jazz Festival. In 2025-2026, KCCK hosted 3 interns.

b. KCCK Music Producer training program

Date: 2025-2026 academic year

Participating Employee(s): Dennis Green, General Manager

Host/Sponsor of Activity: KCCK

Description of Activity: KCCK provides training for on-air positions to high school and college students, and others interested in a radio career. This year, three students hosted their own radio shows.

c. Interactive Career Speaker

Date: Oct. 15, 2025 – Mt. Vernon Middle School

Oct. 22, 2025 – Harding Middle School

Jan. 12, 2026 – Mt. Vernon High School

Participating Employee(s): Dennis Green, General Manager

Host/Sponsor of Activity: Workplace Learning Connection

Description of Activity: Interactive career education program for 6th and 7th graders. We gave 6 25-minute presentations each day, talking about radio broadcasting career

opportunities, necessary skills, and education. Around 150 students were involved per school.

Narrative Statement

KCKK-FM is committed to providing equal opportunity and maximum access to minority applicants and all potential employees. In compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule, KCKK participates in a broad and inclusive recruitment outreach program.

In KCKK's case, this procedure consists, for the most part, of following the Equal Employment Opportunity/Affirmative Action Program established by our institutional parent, Kirkwood Community College. As a public, state-funded educational institution, Kirkwood is committed to diversity in its staff and faculty to serve its equally diverse student body. KCKK is in full compliance with all of Kirkwood's HR standards and practices.

In recognition of our additional obligation as an FCC licensee, to make certain employment opportunities are disseminated in the most broad and inclusive manner possible, KCKK also:

- Lists all full-time job openings at Kirkwood and other educational institutions.
- Posts all full-time job openings with Iowa Workforce Development.
- Announces all full-time job openings on the air.
- Posts all full-time job openings on kckk.org, Kirkwood.edu, and the most-used job opening web sites.
- Posts information on full-time job openings with the appropriate professional associations and referral organizations (Iowa Broadcasters Association, Association of Fund-Raising Professionals, etc.)
- Posts contact information on kckk.org and on the air for community organizations wishing to receive information from KCKK about job vacancies.

We hope that the above methods reach nearly all interested and qualified job seekers in our community of service and around our state, as well as those individuals looking to return or relocate to Eastern Iowa.

KCKK also participates in a wealth of activities that are not job-opening specific, but are designed to inform students and our communities about career opportunities in broadcasting. In particular, KCKK:

- Presents at Kirkwood media classes and other area schools and colleges on opportunities in broadcasting in general and KCKK in particular.
- Offers a station internship program.

- Offers part-time employment to students and other individuals interested in working in broadcasting.
- Participates in several job-shadowing opportunities and career development programs each year through area middle schools, high schools and colleges.

As a non-commercial licensee and unit of an educational institution, the staff and management of KCKK-FM believe that a diverse work force is good for the station and good for our community. Additionally, as a radio station whose main format (jazz and blues music) is rooted in the African-American experience, we understand better than many the unique opportunities and benefits diversity can bring. We are committed to use not just the procedures mandated by the FCC, but also our own core beliefs to that KCKK will look and sound like the diverse community it serves.

CERTIFICATION:

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

Dennis Green
General Manager
KCKK-FM
September 23, 2026