

## 2011 Annual EEO Public File Report

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station:

<u>Call Sign</u>	<u>Community</u>	<u>FIN</u>
KIWR	Council Bluffs, Iowa	29126

The information contained in this Annual EEO Report covers the time period from **July 1, 2010 to and including June 30, 2011** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

- A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- Data reflecting the total number of persons interviewed for all 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
- A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each station’s public inspection file on **July 1, 2011** and posted on the station’s website, in accordance with the FCC’s EEO Rules.

Appendix A

EEO PUBLIC FILE REPORT

**SECTION 1: Full-Time Job Openings Filled During This Period**

Time Period Covered: **July 1, 2010 – June 30, 2011**

<b>Full-time Positions Filled by Job Title and Date Filled</b>		<b>Recruitment Source that Referred the Person Hired</b>
1.	Production Director/On-air (8/30/2010)	Industry source

Total Number of People Interviewed for All Job Positions: 14

Appendix A

ANNUAL EEO PUBLIC FILE REPORT

**SECTION 2: Recruitment Sources**

Time Period Covered: **July 1, 2010 – June 30, 2011**

<b>Recruitment Source (Name, Address, Telephone Number)</b>	
1.	Omaha World Herald, 1314 Douglas Street, Omaha, Nebraska, 68102, 402-444-1000
2.	Station web site postings <a href="http://www.897theriver.com">www.897theriver.com</a>
3.	Career Link, 1905 Harney Street, Omaha, Nebraska, 68102, 402-345-5025
4.	Iowa Western Community College web site postings, <a href="http://www.iwcc.edu">www.iwcc.edu</a>
5.	The Daily Nonpareil, 535 West Broadway #300, Council Bluffs, Iowa, 51503, 712-328-1811

## Appendix A

### SAMPLE ANNUAL EEO PUBLIC FILE REPROT

#### **SECTION 3:** Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **July 1, 2010 – June 30, 2011**

##### **On-Going Internship Program for Area College Students (73.2080(c)(2)(v)).**

Iowa Western Community College and KIWR have in place an internship program for its media studies department students. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include Fall, Spring and Summer of each year. During the period covered by this report, KIWR –FM has had ten students intern involved in this program one -three in the Fall of 2009, three in the Spring session of 2010, one in the Summer session of 2010 and three in the Fall session of 2010.

##### **Job Shadow Day (73.2080(c)(2)(iv)).**

Iowa Western's "Tech Daze" program takes place in July each year. Iowa Western, which supports educational initiatives in the community, coordinates this day with area junior high students to various careers fields and work sites. Forty (40) area students spent the day observing various jobs being performed within the station at KIWR, and were allowed to interact with employees. The Programming Director and Sports Director discussed the different positions and careers possible at a broadcast radio station.

##### **EEO Training to Upper Level Management.**

Iowa Western's Human Resources Department conducts annual training and provides in-depth information on EEO guidelines and hiring procedures (see exhibit 1).