

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Code No.

Legal Name of the Licensee <i>Afro American Community Broadcasting, Inc.</i>		
Mailing Address <i>918 Newell St.</i>		
City <i>Waterloo</i>	State or Country (if foreign address) <i>IOWA</i>	ZIP Code <i>50703</i>
Telephone Number (include area code) <i>319.234.1441</i>	E-Mail Address (if available) <i>gloria.holmes@uwi.edu</i>	
	Facility ID Number <i>597</i>	Call Sign <i>KBBG-FM</i>

TYPE OF BROADCAST STATION :

Commercial Broadcast Station

Noncommercial Broadcast Station

- Radio TV
 Low Power TV
 International

- Educational Radio
 Educational TV

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through IV should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)
<i>KBBG-FM</i>	<i>597</i>	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV	<i>Waterloo, IA.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name <i>Dr. Gloria Kirkland - Holmes</i>		Street Address <i>918 Newell St.</i>	
City <i>Waterloo</i>	State <i>IA.</i>	Zip Code <i>50703</i>	Telephone No. <i>(319) 235-1515</i>

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

N/A

Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week. Yes No

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT
(U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>Gloria Kirkland Holmes</i>	Name of Respondent <i>Gloria Kirkland Holmes</i>
Title <i>Executive Director / Bd. chair</i>	Telephone No. (include area code) <i>319-235-1515</i>
Date <i>7/28/2021</i>	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME Brian D. Dale	TITLE Station Manager
-----------------------	--------------------------

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT

Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

Exhibit No. 1

II. NARRATIVE STATEMENT

Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

Exhibit No.

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour, 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibit 1

2018-2019 EEO File(s)

KBBG

FM 88.1 Waterloo

EEO ANNUAL PUBLIC FILE REPORT

February 1, 2018-January 31, 2019

Facility ID Number 597

Licensee: Afro-American Community Broadcasting, Inc.

This EEO Annual Public File Report for 2018-2019 is filed in compliance with Section 73.080(c)(6) of the EEO Rules of the Federal Communications Commission, 47 C.F.R. & 73.2080. This Report has been prepared by NCE station KBBG (FM), Waterloo, Iowa. Afro-American Community Broadcasting, Inc., licensee of this station, is an equal opportunity employer that values a diverse workforce and provides broad outreach and wide dissemination of information regarding job vacancies. KBBG and its licensee also seek the help of community job referral agencies and organizations to refer qualified job applicants to the station.

KBBG-FM 88.1 Waterloo employed fewer than five full-time employees during this period.

There are/were no pending or resolved complaints filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the state.

There were two full-time job vacancies filled during this period. Station Manager/Chief Information Officer on June 1, 2018 and Development Director/Finance Officer on July 30, 2018.

For EEO Reporting

12:34 PM

Afro-American Community Broadcasting, Inc.

07/15/19

Payroll Summary

January 31, 2018 through February 1, 2019

	Hours	Jan 31, '18 - Feb 1, 19	Hours
Employee Wages, Taxes and Adjustments	<i>PT Empl.</i>		
Gross Pay			
Salary		0.00	
Early Morning Hourly		0.00	
Holiday		0.00	
Hourly	211.5	1,742.76	
Make up Missed Pay	2.25	15.21	
Overtime		0.00	
Remotes	17.25	258.75	
Commission		0.00	
Total Gross Pay	231	2,016.72	
Adjusted Gross Pay	231	2,016.72	
Taxes Withheld			
Federal Withholding		-78.00	
Medicare Employee		-29.25	
Social Security Employee		-125.04	
IA - Withholding		-21.00	
Total Taxes Withheld		-253.29	
Deductions from Net Pay			
Black Hawk County Garnishment		0.00	
Child Support		0.00	
Employee Advance Repayment		0.00	
Garnishment		0.00	
Total Deductions from Net Pay		0.00	
Net Pay	231	1,763.43	
Employer Taxes and Contributions			
Federal Unemployment		0.00	
Medicare Company		29.25	
Social Security Company		125.04	
IA - Unemployment Company		8.57	
Total Employer Taxes and Contributions		162.86	

4 full time

Hired - Cardice Lanning 7/30/18 Development Director / HR Office

Hired Allen Robinson 4/1/18 Station Manager / CEO

Afro-American Community Broadcasting, Inc.

Payroll Summary

January 31, 2018 through February 1, 2019

	Jan 31, '18 - Feb 1, 19	Hours	Jan 31, '18 - Feb 1, 19
Employee Wages, Taxes and Adjustments			
Gross Pay			
Salary	63,269.18		673.08
Early Morning Hourly	0.00		0.00
Holiday	0.00		0.00
Hourly	0.00		0.00
Make up Missed Pay	0.00		0.00
Overtime	0.00		0.00
Remotes	0.00		0.00
Commission	0.00		0.00
Total Gross Pay	63,269.18		673.08
Adjusted Gross Pay	63,269.18		673.08
Taxes Withheld			
Federal Withholding	-6,945.00		-37.00
Medicare Employee	-917.40		-9.76
Social Security Employee	-3,922.69		-41.73
IA - Withholding	-3,038.00		-18.00
Total Taxes Withheld	-14,823.09		-106.49
Deductions from Net Pay			
Black Hawk County Garnishment	0.00		0.00
Child Support	0.00		0.00
Employee Advance Repayment	-500.00		0.00
Garnishment	0.00		0.00
Total Deductions from Net Pay	-500.00		0.00
Net Pay	47,946.09		566.59
Employer Taxes and Contributions			
Federal Unemployment	0.00		0.00
Medicare Company	917.40		9.76
Social Security Company	3,922.69		41.73
IA - Unemployment Company	74.04		0.00
Total Employer Taxes and Contributions	4,914.13		51.49

[Redacted]

[Redacted]

1/17-1/20/19

2019

Payroll Summary

January 31, 2018 through February 1, 2019

	Hours	Jan 31, '18 - Feb 1, 19	Hours
Employee Wages, Taxes and Adjustments			
Gross Pay			
Salary		30,692.37	
Early Morning Hourly		0.00	
Holiday		0.00	
Hourly		0.00	83.5
Make up Missed Pay		0.00	
Overtime		0.00	
Remotes		0.00	
Commission		0.00	
Total Gross Pay		30,692.37	83.5
Adjusted Gross Pay		30,692.37	83.5
Taxes Withheld			
Federal Withholding		-2,440.00	
Medicare Employee		-445.03	
Social Security Employee		-1,902.93	
IA - Withholding		-1,426.00	
Total Taxes Withheld		-6,213.96	
Deductions from Net Pay			
Black Hawk County Garnishment		0.00	
Child Support		0.00	
Employee Advance Repayment		0.00	
Garnishment		0.00	
Total Deductions from Net Pay		0.00	
Net Pay		24,478.41	83.5
Employer Taxes and Contributions			
Federal Unemployment		4.15	
Medicare Company		445.03	
Social Security Company		1,902.93	
IA - Unemployment Company		0.00	
Total Employer Taxes and Contributions		2,352.11	

Afro-American Community Broadcasting, Inc.

Payroll Summary

January 31, 2018 through February 1, 2019

	Jan 31, '18 - Feb 1, 19	Hours	Jan 31, '18 - Feb 1, 19
Employee Wages, Taxes and Adjustments			
Gross Pay			
Salary	0.00		4,320.00
Early Morning Hourly	0.00		0.00
Holiday	0.00		0.00
Hourly	751.50	426	3,834.00
Make up Missed Pay	0.00	20	180.00
Overtime	0.00		0.00
Remotes	0.00		0.00
Commission	0.00		0.00
Total Gross Pay	751.50	446	8,334.00
Adjusted Gross Pay	751.50	446	8,334.00
Taxes Withheld			
Federal Withholding	0.00		-354.00
Medicare Employee	-10.90		-120.84
Social Security Employee	-46.59		-516.71
IA - Withholding	0.00		-200.00
Total Taxes Withheld	-57.49		-1,191.55
Deductions from Net Pay			
Black Hawk County Garnishment	0.00		-540.00
Child Support	0.00		-2,118.88
Employee Advance Repayment	0.00		0.00
Garnishment	0.00		0.00
Total Deductions from Net Pay	0.00		-2,658.88
Net Pay	694.01	446	4,483.57
Employer Taxes and Contributions			
Federal Unemployment	0.00		21.60
Medicare Company	10.90		120.84
Social Security Company	46.59		516.71
IA - Unemployment Company	0.00		18.00
Total Employer Taxes and Contributions	57.49		677.15

Afro-American Community Broadcasting, Inc.

Payroll Summary

January 31, 2018 through February 1, 2019

	Hours	Jan 31, '18 - Feb 1, 19	Hours
Employee Wages, Taxes and Adjustments			
Gross Pay			
Salary		0.00	
Early Morning Hourly		0.00	
Holiday	5.75	86.25	2,160
Hourly	451	4,510.00	
Make up Missed Pay		0.00	
Overtime		0.00	
Remotes		0.00	
Commission		0.00	
Total Gross Pay	456.75	4,596.25	
Adjusted Gross Pay	456.75	4,596.25	2,160
Taxes Withheld			
Federal Withholding		0.00	
Medicare Employee		-66.64	
Social Security Employee		-284.97	
IA - Withholding		0.00	
Total Taxes Withheld		-351.61	
Deductions from Net Pay			
Black Hawk County Garnishment		0.00	
Child Support		0.00	
Employee Advance Repayment		0.00	
Garnishment		0.00	
Total Deductions from Net Pay		0.00	
Net Pay	456.75	4,244.64	2,160
Employer Taxes and Contributions			
Federal Unemployment		0.00	
Medicare Company		66.64	
Social Security Company		284.97	
IA - Unemployment Company		0.00	
Total Employer Taxes and Contributions		351.61	

Afro-American Community Broadcasting, Inc.

Payroll Summary

January 31, 2018 through February 1, 2019

	Jan 31, '18 - Feb 1, 19	Hours	Jan 31, '18 - Feb 1, 19
Employee Wages, Taxes and Adjustments			
Gross Pay			
Salary	0.00		22,461.58
Early Morning Hourly	0.00		0.00
Holiday	0.00		0.00
Hourly	35,005.60		0.00
Make up Missed Pay	0.00		0.00
Overtime	0.00		0.00
Remotes	0.00		0.00
Commission	0.00		0.00
Total Gross Pay	35,005.60		22,461.58
Adjusted Gross Pay	35,005.60		22,461.58
Taxes Withheld			
Federal Withholding	0.00		-1,638.00
Medicare Employee	-507.58		-325.69
Social Security Employee	-2,170.35		-1,392.62
IA - Withholding	0.00		-1,040.00
Total Taxes Withheld	-2,677.93		-4,396.31
Deductions from Net Pay			
Black Hawk County Garnishment	0.00		0.00
Child Support	0.00		0.00
Employee Advance Repayment	0.00		0.00
Garnishment	-2,161.76		0.00
Total Deductions from Net Pay	-2,161.76		0.00
Net Pay	30,165.91		18,065.27
Employer Taxes and Contributions			
Federal Unemployment	0.00		0.00
Medicare Company	507.58		325.69
Social Security Company	2,170.35		1,392.62
IA - Unemployment Company	40.97		0.00
Total Employer Taxes and Contributions	2,718.90		1,718.31

Afro-American Community Broadcasting, Inc.
Payroll Summary
 January 31, 2018 through February 1, 2019

	Hours	Jan 31, '18 - Feb 1, 19	Hours
Employee Wages, Taxes and Adjustments			
Gross Pay			
Salary		6,923.10	
Early Morning Hourly		0.00	32
Holiday		0.00	3.5
Hourly	40	520.00	138.25
Make up Missed Pay		0.00	
Overtime		0.00	
Remotes		0.00	
Commission		0.00	
Total Gross Pay	40	7,443.10	173.75
Adjusted Gross Pay	40	7,443.10	173.75
Taxes Withheld			
Federal Withholding		0.00	
Medicare Employee		-107.92	
Social Security Employee		-461.48	
IA - Withholding		-151.00	
Total Taxes Withheld		-720.40	
Deductions from Net Pay			
Black Hawk County Garnishment		0.00	
Child Support		0.00	
Employee Advance Repayment		0.00	
Garnishment		0.00	
Total Deductions from Net Pay		0.00	
Net Pay	40	6,722.70	173.75
Employer Taxes and Contributions			
Federal Unemployment		1.56	
Medicare Company		107.92	
Social Security Company		461.48	
IA - Unemployment Company		0.00	
Total Employer Taxes and Contributions		570.96	

Afro-American Community Broadcasting, Inc.

Payroll Summary

January 31, 2018 through February 1, 2019

	Jan 31, '18 - Feb 1, 19	Hours	Jan 31, '18 - Feb 1, 19
Employee Wages, Taxes and Adjustments			
Gross Pay			
Salary	0.00		0.00
Early Morning Hourly	347.05		0.00
Holiday	40.71		0.00
Hourly	1,236.47	31.75	441.64
Make up Missed Pay	0.00		0.00
Overtime	0.00		0.00
Remotes	0.00		0.00
Commission	0.00		0.00
Total Gross Pay	1,624.23	31.75	441.64
Adjusted Gross Pay	1,624.23	31.75	441.64
Taxes Withheld			
Federal Withholding	0.00		0.00
Medicare Employee	-23.56		-6.40
Social Security Employee	-100.70		-27.38
IA - Withholding	0.00		0.00
Total Taxes Withheld	-124.26		-33.78
Deductions from Net Pay			
Black Hawk County Garnishment	0.00		0.00
Child Support	0.00		0.00
Employee Advance Repayment	0.00		0.00
Garnishment	0.00		0.00
Total Deductions from Net Pay	0.00		0.00
Net Pay	1,499.97	31.75	407.86
Employer Taxes and Contributions			
Federal Unemployment	0.00		0.00
Medicare Company	23.56		6.40
Social Security Company	100.70		27.38
IA - Unemployment Company	2.12		0.33
Total Employer Taxes and Contributions	126.38		34.11

Afro-American Community Broadcasting, Inc.
Payroll Summary
 January 31, 2018 through February 1, 2019

	Hours	Jan 31, '18 - Feb 1, 19	Hours
Employee Wages, Taxes and Adjustments			
Gross Pay			
Salary		0.00	
Early Morning Hourly		0.00	
Holiday		0.00	
Hourly	821.25	11,497.50	553
Make up Missed Pay		0.00	
Overtime		0.00	9.75
Remotes		0.00	
Commission		200.00	
Total Gross Pay	821.25	11,697.50	562.75
Adjusted Gross Pay	821.25	11,697.50	562.75
Taxes Withheld			
Federal Withholding		0.00	
Medicare Employee		-169.61	
Social Security Employee		-725.24	
IA - Withholding		0.00	
Total Taxes Withheld		-894.85	
Deductions from Net Pay			
Black Hawk County Garnishment		0.00	
Child Support		0.00	
Employee Advance Repayment		0.00	
Garnishment		0.00	
Total Deductions from Net Pay		0.00	
Net Pay	821.25	10,802.65	562.75
Employer Taxes and Contributions			
Federal Unemployment		0.00	
Medicare Company		169.61	
Social Security Company		725.24	
IA - Unemployment Company		0.00	
Total Employer Taxes and Contributions		894.85	

6/25-27/18
22.8 hrs/week

Afro-American Community Broadcasting, Inc.

07/15/19

Payroll Summary

January 31, 2018 through February 1, 2019

	TOTAL	
	Jan 31, '18 - Feb 1, 19	Hours Jan 31, '18 - Feb 1, 19
Employee Wages, Taxes and Adjustments		
Gross Pay		
Salary	.00	128,339.31
Early Morning Hourly	0.00	347.05
Holiday	0.00	126.96
Hourly	5,524.94	4,916.25
Make up Missed Pay	0.00	195.21
Overtime	146.25	146.25
Remotes	0.00	258.75
Commission	0.00	200.00
Total Gross Pay	5,671.19	5,006.75
Adjusted Gross Pay	5,671.19	5,006.75
Taxes Withheld		
Federal Withholding	-48.00	-11,540.00
Medicare Employee	-82.24	-2,822.82
Social Security Employee	-351.62	-12,070.05
IA - Withholding	-168.00	-6,062.00
Total Taxes Withheld	-649.86	-32,494.87
Deductions from Net Pay		
Black Hawk County Garnishment	0.00	-540.00
Child Support	-562.10	-2,680.98
Employee Advance Repayment	0.00	-500.00
Garnishment	0.00	-2,161.76
Total Deductions from Net Pay	-562.10	-5,882.74
Net Pay	4,459.23	5,006.75
Employer Taxes and Contributions		
Federal Unemployment	0.00	27.31
Medicare Company	82.24	2,822.82
Social Security Company	351.62	12,070.05
IA - Unemployment Company	0.00	144.03
Total Employer Taxes and Contributions	433.86	15,064.21

2019-2020 EEO File(s)

KBBG

FM 88.1 Waterloo

EEO ANNUAL PUBLIC FILE REPORT

February 1, 2019-January 31, 2020

Facility ID Number 597

Licensee: Afro-American Community Broadcasting, Inc.

This EEO Annual Public File Report for 2019-2020 is filed in compliance with Section 73.080(c)(6) of the EEO Rules of the Federal Communications Commission, 47 C.F.R. & 73.2080. This report has been prepared by NCE station KBBG (FM), Waterloo, Iowa. Afro-American Community Broadcasting, Inc., licensee of this station, is an equal opportunity employer that values a diverse workforce and provides broad outreach and wide dissemination of information regarding job vacancies, when and where appropriate. KBBG and its licensee also seek the help of community job referral agencies and organizations to refer qualified job applicants to the station.

KBBG-FM 88.1 Waterloo employed fewer than five full-time employees during the above indicated period of record.

There are/were no pending or resolved complaints during this licensing period before any body having competent jurisdiction under federal, state, territorial, or local law, alleging unlawful discrimination in the employment practices of the state. If such complaints exist, KBBG's current leadership team are wholly unaware of such complaints as the business has not been formally served with such legal documentation indicating such.

At this time, there are no job vacancies to be filled.

True as of 7/28/2021

Payroll Summary

February 2019 through January 2020

	Hours	Rate	Feb '19 - Jan 20	Hours
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary			38,750.00	
Holiday			0.00	
Hourly			0.00	284.5
Learning Center			0.00	
Programming			0.00	
Shows			0.00	
Teaching			0.00	
Commission			67.50	
Total Gross Pay			38,817.50	284.5
Adjusted Gross Pay			38,817.50	284.5
Taxes Withheld				
Federal Withholding			-4,391.00	
Medicare Employee			-562.85	
Social Security Employee			-2,406.69	
IA - Withholding			-1,737.00	
Medicare Employee Addl Tax			0.00	
Total Taxes Withheld			-9,097.54	
Deductions from Net Pay				
Child Support			0.00	
Employee Advance Repayment			-2,080.00	
Total Deductions from Net Pay			-2,080.00	
Additions to Net Pay				
Advance			150.00	
Medical Expense Reimb			1,800.00	
Reimburse Expenses			0.00	
Total Additions to Net Pay			1,950.00	
Net Pay			29,589.96	284.5
Employer Taxes and Contributions				
Federal Unemployment			0.00	
Medicare Company			562.85	
Social Security Company			2,406.69	
IA - Unemployment Company			0.00	
IA - Admin. Surcharge			0.00	
IA - Reserve Fund			0.00	
Total Employer Taxes and Contributions			2,969.54	

Payroll Summary

February 2019 through January 2020

	Rate	Feb '19 - Jan 20	Hours	Rate
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary		0.00		
Holiday		0.00		
Hourly	13.00	3,698.50		
Learning Center		0.00		
Programming		0.00		
Shows		0.00		
Teaching		0.00		
Commission		52.35		
Total Gross Pay		3,750.85		
Adjusted Gross Pay		3,750.85		
Taxes Withheld				
Federal Withholding		-140.00		
Medicare Employee		-54.39		
Social Security Employee		-232.55		
IA - Withholding		-81.00		
Medicare Employee Addl Tax		0.00		
Total Taxes Withheld		-507.94		
Deductions from Net Pay				
Child Support		0.00		
Employee Advance Repayment		0.00		
Total Deductions from Net Pay		0.00		
Additions to Net Pay				
Advance		0.00		
Medical Expense Reimb		0.00		
Reimburse Expenses		0.00		
Total Additions to Net Pay		0.00		
Net Pay		3,242.91		
Employer Taxes and Contributions				
Federal Unemployment		8.13		
Medicare Company		54.39		
Social Security Company		232.55		
IA - Unemployment Company		0.00		
IA - Admin. Surcharge		0.00		
IA - Reserve Fund		0.00		
Total Employer Taxes and Contributions		295.07		

Payroll Summary

February 2019 through January 2020

	Feb '19 - Jan 20	Hours	Rate	Feb '19 - Jan 20
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary	8,749.98			35,163.50
Holiday	0.00			0.00
Hourly	0.00			0.00
Learning Center	0.00			0.00
Programming	0.00			0.00
Shows	0.00			0.00
Teaching	0.00			0.00
Commission	0.00			0.00
Total Gross Pay	8,749.98			35,163.50
Adjusted Gross Pay	8,749.98			35,163.50
Taxes Withheld				
Federal Withholding	-739.00			-2,665.00
Medicare Employee	-126.87			-509.87
Social Security Employee	-542.50			-2,180.14
IA - Withholding	-336.00			-1,100.00
Medicare Employee Addl Tax	0.00			0.00
Total Taxes Withheld	-1,744.37			-6,455.01
Deductions from Net Pay				
Child Support	0.00			0.00
Employee Advance Repayment	0.00			-1,330.00
Total Deductions from Net Pay	0.00			-1,330.00
Additions to Net Pay				
Advance	0.00			0.00
Medical Expense Reimb	0.00			0.00
Reimburse Expenses	0.00			0.00
Total Additions to Net Pay	0.00			0.00
Net Pay	7,005.61			27,378.49
Employer Taxes and Contributions				
Federal Unemployment	0.00			0.00
Medicare Company	126.87			509.87
Social Security Company	542.50			2,180.14
IA - Unemployment Company	0.00			0.00
IA - Admin. Surcharge	0.00			0.00
IA - Reserve Fund	0.00			0.00
Total Employer Taxes and Contributions	669.37			2,690.01

Payroll Summary

February 2019 through January 2020

	Hours	Rate	Feb '19 - Jan 20	Hours
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary			0.00	
Holiday			0.00	6
Hourly	192	9.00	1,728.00	1,213.75
Learning Center			0.00	
Programming			0.00	
Shows			0.00	
Teaching			0.00	
Commission			0.00	
Total Gross Pay	192		1,728.00	1,219.75
Adjusted Gross Pay	192		1,728.00	1,219.75
Taxes Withheld				
Federal Withholding			0.00	
Medicare Employee			-25.06	
Social Security Employee			-107.13	
IA - Withholding			0.00	
Medicare Employee Addl Tax			0.00	
Total Taxes Withheld			-132.19	
Deductions from Net Pay				
Child Support			0.00	
Employee Advance Repayment			0.00	
Total Deductions from Net Pay			0.00	
Additions to Net Pay				
Advance			0.00	
Medical Expense Reimb			0.00	
Reimburse Expenses			0.00	
Total Additions to Net Pay			0.00	
Net Pay	192		1,595.81	1,219.75
Employer Taxes and Contributions				
Federal Unemployment			0.00	
Medicare Company			25.06	
Social Security Company			107.13	
IA - Unemployment Company			0.00	
IA - Admin. Surcharge			0.00	
IA - Reserve Fund			0.00	
Total Employer Taxes and Contributions			132.19	

Payroll Summary

February 2019 through January 2020

	Rate	Feb '19 - Jan 20	Hours	Rate
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary		0.00		
Holiday	18.00	108.00		
Hourly	12.00	14,299.50	1,240	17.29
Learning Center		0.00		
Programming		0.00		
Shows		0.00		
Teaching		0.00		
Commission		0.00		
Total Gross Pay		14,407.50	1,240	
Adjusted Gross Pay		14,407.50	1,240	
Taxes Withheld				
Federal Withholding		0.00		
Medicare Employee		-208.91		
Social Security Employee		-893.26		
IA - Withholding		0.00		
Medicare Employee Addl Tax		0.00		
Total Taxes Withheld		-1,102.17		
Deductions from Net Pay				
Child Support		0.00		
Employee Advance Repayment		-750.00		
Total Deductions from Net Pay		-750.00		
Additions to Net Pay				
Advance		0.00		
Medical Expense Reimb		0.00		
Reimburse Expenses		0.00		
Total Additions to Net Pay		0.00		
Net Pay		12,555.33	1,240	
Employer Taxes and Contributions				
Federal Unemployment		0.00		
Medicare Company		208.91		
Social Security Company		893.26		
IA - Unemployment Company		0.00		
IA - Admin. Surcharge		0.00		
IA - Reserve Fund		0.00		
Total Employer Taxes and Contributions		1,102.17		

Payroll Summary

February 2019 through January 2020

	Feb '19 - Jan 20	Hours	Rate	Feb '19 - Jan 20
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary	0.00			25,961.58
Holiday	0.00			0.00
Hourly	21,439.60			0.00
Learning Center	0.00			0.00
Programming	0.00			0.00
Shows	0.00			0.00
Teaching	0.00			0.00
Commission	29.85			60.00
Total Gross Pay	21,469.45			26,021.58
Adjusted Gross Pay	21,469.45			26,021.58
Taxes Withheld				
Federal Withholding	0.00			-2,144.00
Medicare Employee	-311.31			-377.31
Social Security Employee	-1,331.10			-1,613.34
IA - Withholding	0.00			-90.00
Medicare Employee Addl Tax	0.00			0.00
Total Taxes Withheld	-1,642.41			-4,224.65
Deductions from Net Pay				
Child Support	0.00			0.00
Employee Advance Repayment	-1,330.00			-1,180.50
Total Deductions from Net Pay	-1,330.00			-1,180.50
Additions to Net Pay				
Advance	0.00			0.00
Medical Expense Reimb	1,500.00			0.00
Reimburse Expenses	0.00			0.00
Total Additions to Net Pay	1,500.00			0.00
Net Pay	19,997.04			20,616.43
Employer Taxes and Contributions				
Federal Unemployment	0.00			0.00
Medicare Company	311.31			377.31
Social Security Company	1,331.10			1,613.34
IA - Unemployment Company	0.00			0.00
IA - Admin. Surcharge	0.00			0.00
IA - Reserve Fund	0.00			0.00
Total Employer Taxes and Contributions	1,642.41			1,990.65

Afro-American Community Broadcasting, Inc.

07/28/21

Payroll Summary

February 2019 through January 2020

	Hours	Rate	Feb '19 - Jan 20	Hours
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary			0.00	
Holiday		11.63	0.00	
Hourly	111.75	10.82	1,209.14	3.75
Learning Center Programming Shows			0.00	
Teaching Commission	35.75	20.00	715.00	
			0.00	
Total Gross Pay	147.5		1,924.14	3.75
Adjusted Gross Pay	147.5		1,924.14	3.75
Taxes Withheld				
Federal Withholding			-24.00	
Medicare Employee			-27.90	
Social Security Employee			-119.30	
IA - Withholding			-12.00	
Medicare Employee Addl Tax			0.00	
Total Taxes Withheld			-183.20	
Deductions from Net Pay				
Child Support			0.00	
Employee Advance Repayment			0.00	
Total Deductions from Net Pay			0.00	
Additions to Net Pay				
Advance			0.00	
Medical Expense Reimb			0.00	
Reimburse Expenses			0.00	
Total Additions to Net Pay			0.00	
Net Pay	147.5		1,740.94	3.75
Employer Taxes and Contributions				
Federal Unemployment			0.00	
Medicare Company			27.90	
Social Security Company			119.30	
IA - Unemployment Company			0.00	
IA - Admin. Surcharge			0.00	
IA - Reserve Fund			0.00	
Total Employer Taxes and Contributions			147.20	

Payroll Summary

February 2019 through January 2020

	Rate	Feb '19 - Jan 20	Hours	Rate
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary		0.00		
Holiday		0.00	3.5	18.00
Hourly	13.91	52.16	669.75	15.00
Learning Center		0.00	13.75	12.00
Programming		0.00	32	15.00
Shows		0.00		
Teaching		0.00		
Commission		0.00		
Total Gross Pay		52.16	719	
Adjusted Gross Pay		52.16	719	
Taxes Withheld				
Federal Withholding		0.00		
Medicare Employee		-0.76		
Social Security Employee		-3.23		
IA - Withholding		0.00		
Medicare Employee Addl Tax		0.00		
Total Taxes Withheld		-3.99		
Deductions from Net Pay				
Child Support		0.00		
Employee Advance Repayment		0.00		
Total Deductions from Net Pay		0.00		
Additions to Net Pay				
Advance		0.00		
Medical Expense Reimb		0.00		
Reimburse Expenses		0.00		
Total Additions to Net Pay		0.00		
Net Pay		48.17	719	
Employer Taxes and Contributions				
Federal Unemployment		0.00		
Medicare Company		0.76		
Social Security Company		3.23		
IA - Unemployment Company		0.00		
IA - Admin. Surcharge		0.00		
IA - Reserve Fund		0.00		
Total Employer Taxes and Contributions		3.99		

Afro-American Community Broadcasting, Inc.

07/28/21

Payroll Summary

February 2019 through January 2020

	Feb '19 - Jan 20	Hours	Rate	Feb '19 - Jan 20
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary	0.00			0.00
Holiday	63.00			0.00
Hourly	8,401.50	572.08333	14.00	8,009.17
Learning Center	165.00			0.00
Programming	480.00			0.00
Shows	0.00			0.00
Teaching	0.00			0.00
Commission	34.35			221.60
Total Gross Pay	9,143.85	572.08333		8,230.77
Adjusted Gross Pay	9,143.85	572.08333		8,230.77
Taxes Withheld				
Federal Withholding	-225.28			0.00
Medicare Employee	-132.59			-119.34
Social Security Employee	-566.92			-510.31
IA - Withholding	-135.00			0.00
Medicare Employee Addl Tax	0.00			0.00
Total Taxes Withheld	-1,059.79			-629.65
Deductions from Net Pay				
Child Support	0.00			0.00
Employee Advance Repayment	-415.00			-221.76
Total Deductions from Net Pay	-415.00			-221.76
Additions to Net Pay				
Advance	0.00			-119.85
Medical Expense Reimb	0.00			0.00
Reimburse Expenses	0.00			9.16
Total Additions to Net Pay	0.00			-110.69
Net Pay	7,669.06	572.08333		7,268.67
Employer Taxes and Contributions				
Federal Unemployment	3.89			0.00
Medicare Company	132.59			119.34
Social Security Company	566.92			510.31
IA - Unemployment Company	0.00			0.00
IA - Admin. Surcharge	0.00			0.00
IA - Reserve Fund	0.00			0.00
Total Employer Taxes and Contributions	703.40			629.65

Afro-American Community Broadcasting, Inc.

07/28/21

Payroll Summary

February 2019 through January 2020

	Hours	Rate	Feb '19 - Jan 20	TOTAL Hours
Employee Wages, Taxes and Adjustments				
Gross Pay				
Salary			0.00	
Holiday		15.00	0.00	9.50
Hourly	467	10.00	4,670.00	4,754.58
Learning Center Programming			0.00	13.75
Shows	16	10.00	160.00	16.00
Teaching Commission			0.00	35.75
			0.00	
Total Gross Pay	483		4,830.00	4,861.58
Adjusted Gross Pay	483		4,830.00	4,861.58
Taxes Withheld				
Federal Withholding			-7.00	
Medicare Employee			-70.03	
Social Security Employee			-299.46	
IA - Withholding			-95.00	
Medicare Employee Addl Tax			0.00	
Total Taxes Withheld			-471.49	
Deductions from Net Pay				
Child Support			-1,323.64	
Employee Advance Repayment			0.00	
Total Deductions from Net Pay			-1,323.64	
Additions to Net Pay				
Advance			0.00	
Medical Expense Reimb			0.00	
Reimburse Expenses			0.00	
Total Additions to Net Pay			0.00	
Net Pay	483		3,034.87	4,861.58
Employer Taxes and Contributions				
Federal Unemployment			0.00	
Medicare Company			70.03	
Social Security Company			299.46	
IA - Unemployment Company			0.00	
IA - Admin. Surcharge			0.00	
IA - Reserve Fund			0.00	
Total Employer Taxes and Contributions			369.49	

Payroll Summary

February 2019 through January 2020

	TOTAL	
	Rate	Feb '19 - Jan 20
Employee Wages, Taxes and Adjustments		
Gross Pay		
Salary		108,625.06
Holiday		171.00
Hourly		63,507.57
Learning Center		165.00
Programming		480.00
Shows		160.00
Teaching		715.00
Commission		465.65
Total Gross Pay		174,289.28
Adjusted Gross Pay		174,289.28
Taxes Withheld		
Federal Withholding		-10,335.28
Medicare Employee		-2,527.19
Social Security Employee		-10,805.93
IA - Withholding		-3,586.00
Medicare Employee Addl Tax		0.00
Total Taxes Withheld		-27,254.40
Deductions from Net Pay		
Child Support		-1,323.64
Employee Advance Repayment		-7,307.26
Total Deductions from Net Pay		-8,630.90
Additions to Net Pay		
Advance		30.15
Medical Expense Reimb		3,300.00
Reimburse Expenses		9.16
Total Additions to Net Pay		3,339.31
Net Pay		141,743.29
Employer Taxes and Contributions		
Federal Unemployment		12.02
Medicare Company		2,527.19
Social Security Company		10,805.93
IA - Unemployment Company		0.00
IA - Admin. Surcharge		0.00
IA - Reserve Fund		0.00
Total Employer Taxes and Contributions		13,345.14