

2022 EEO PUBLIC FILE REPORT

For October 1, 2021 to September 30, 2022

The purpose of this EEO Public File Report (“**Report**”) is to comply with Subsection (c)(6) of the FCC’s EEO rule set forth in 47 CFR Section 73.2080 (the “**FCC’s EEO Rule**”). This Report has been prepared on behalf of the Station Employment Unit (“**SEU**”) which is comprised of the following radio stations (the “**Stations**”):

KKMA, licensed to Le Mars, IA;	Facility Id #35055
KLEM, licensed to Le Mars, IA;	Facility Id #32998
KSCJ, licensed to Sioux City, IA;	Facility Id #21691
KKYY, licensed to Whiting, IA;	Facility Id #63940
KQNU, licensed to Onawa, IA;	Facility Id #3971
KSUX, licensed to Winnebago, NE.	Facility Id #21692

Powell Broadcasting Company, L.L.C. (“**Powell Broadcasting**”) is the licensee of FM radio station KKMA, AM radio station KLEM, FM radio station KKYY and FM radio station KQNU. KSUX/KSCJ Radio Broadcasting Company, L.L.C. (“**KSUX/KSCJ RBC**”) is the licensee of FM radio station KSUX and AM radio station KSCJ. KSUX/KSCJ RBC is a wholly-owned subsidiary of Powell Broadcasting. The Stations operate in the same market and share one or more employees.

The information contained in this Report covers the time period beginning on October 1, 2021 and ending on September 30, 2022 (the “**Reporting Period**”).

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

1. A list of all full-time vacancies filled by the SEU at the Stations during the Reporting Period;
2. For each such vacancy, the recruitment sources used to fill the vacancy identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy filled during the Reporting Period;
4. Data reflecting the total number of people interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source used in connection with those vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Subsection (c)(2) of the FCC’s EEO Rule during the Reporting Period.

Sections I, II and III which follow provide that required information. A number listed in Section II under the column entitled “Full-Time Positions for which RS was Used in Reporting Period” refers to the full-time job listed by that number in Section 1.

For purposes of this Report, a vacancy was deemed “filled” when the hiree accepted the job offer, rather than when the offer was extended.

Section I: Vacancy Information
For October 1, 2021 to September 30, 2022

Full-time Positions filled during the Reporting Period by Job Title, Recruitment Source (“RS”) of Hiree:

Job Title	RS Used to Fill Vacancy	RS of Hiree
We had NO new hires for this period.	0	0

Total Number of Persons Interviewed for Full-Time Positions – 0

Total Number of Persons Hired for Full-Time Positions - 0

Section II: Master Recruitment Source List
For October 1, 2021 to September 30, 2022

	Recruitment Sources (by name, address, contact person, full mailing address and telephone number)	Total Number of Interviewees Referred by RS in Reporting Period (if any)	Full-Time Positions for which RS was Used in Reporting Period (if any)
1	KKMA ON AIR 99.5 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
2	KSUX ON AIR 105.7 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
3	KSCJ ON AIR 1360 AM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
4	KLEM ON AIR 1410 AM, Dennis Bullock, 37 2nd Ave. NE, Le Mars, Iowa, 51031, 712-546-4121	0	0
5	KKYY ON AIR 101.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
6	KQNU ON AIR 102.3 FM, Dennis Bullock, 2000 Indian Hills Drive, Sioux City, Iowa 51104, 712-239-2100	0	0
7	KKMA Website, www.classicrock995.com	0	0
8	KSUX Website, www.ksux.com	0	0
9	KSCJ Website, wwwkscj.com	0	0
10	KLEM Website, wwwklem1410.com	0	0
11	KKYY Website, www.y1013.com	0	0
12	KQNU Website, www.q102siouxcity.com	0	0
13	IBA, Web site, www.iowabroadcaster.com	0	0

14	All Access , Website, www.allaccess.com	0	0
15	RAB Website, www.rab.com	0	0
16	Inside Radio, Gene, Emailads@inside-radio.com , 800-640-8852	0	0
17	NAB Website, www.nab.org	0	0
18	Radio World Magazine , email ads www.sbe.org	0	0
19	Job Training Partners, Marcia Pauling, 4647 Stone Avenue, Sioux City, Iowa 51102 , (712-274-8733 ext. 1249)	0	0
20	American Indian Council, Scott Barta, 2508 4th Street , Sioux City, Iowa 51101 (712-277-8458)	0	0
21	Sanford Center, Mr. Boykin, 1700 Geneva Street, Sioux City, Iowa 51103 (712-252-0581) prefers paper mail	0	0
22	Native Family Resource Center, Edith Cassidy, 804 West 7th Street, Sioux City, Iowa 51103 (712-252-5905)	0	0
23	La Casa Latina, Christy Nicolaisen, 206 6th Street, Sioux City, Iowa 51101 (712-252-4259)	0	0
24	Siouxland Professional Women's Network, Pam Hoadley, PO Box 1656, Sioux City, Iowa 51105 (712-271-1876)	0	0
25	Carreer Services for Minorities, Morningside College, 1501 Morningside Avenue, Sioux City , Iowa 51106 (712-274-5000) Att: Stacie Hays email preferred: hays@morningside.com	0	0
26	Indian Youth of America, Pat Gordon 623 Jackson, Sioux City, Iowa 51101 (712-252-3230) paper mail preferred.	0	0
27	Women Aware of Siouxland, Katie Colling, 520 Nebraska Street, Sioux City, Iowa 51101 (712-258-4174) email preferred: womenaware@siouxlan.net	0	0
28	Mary Treglia Community House, Wes Bell, 900 Jennings Street, Sioux City, Iowa 51105 (712-258-5137) either email at wes@marytreglia.org or paper mail	0	0
29	American Association of University Women, Sioux City Branch, Pam Hoadley, 4705 Old Lakeport Road, Sioux City, Iowa 51106 (712-271-1876) email headly@morningside.edu	0	0
30	Carreer Development Center, Briar Cliff University, 3303 Rebecca Street, Sioux City, Iowa 51104 (712-279-5200) Att: Joshua Cobbs email preferred: joshua.cobbs@briarcliff.edu	0	0
31	Siouxland Family Center, 1401 Pine Street, PO Box 484, Dakota City, Ne 68731 (402-494-3259) Att: Minorities Job Placement Director	0	0
32	NAACP, Flora Lee, PO Box 82, Sioux City, Iowa 51101. paper mail preferred.	0	0
33	Briar Cliff University, Attn: Beau 3303 Rebecca Street, Sioux City, Iowa 51104 (800-662-3303)	0	0
34	Buena Vista University, 610 West 4th Str, Storm Lake, Iowa 50588 (800-383-9600) Att: Megan paper mail preferred.	0	0
35	Morninside College, Job Placement, Stacie Hays, 1501 Morninside Av, Sioux City, Iowa, 51106 (800-831-0806)	0	0
36	Wayne State College, Career Services, ATTN: Jason Barelman 1111 Main Street, Wayne, Ne. 68787 (800-228-9972) email preferred jbarel1@wsc.edu	0	0
37	Northwest Iowa Comm. College, ATTN: Pamela Lien, Community Relations 603 West Park Street, Sheldon, Iowa 51201 (712-324-5061) jobs@nwicc.edu	0	0

38	Little Priest Tribal College, Minorities Job Placement Dir., ATTN: Bobbi Jo Lindholm 601 East College Drive, po Box 270, Winnebago, Ne. 68071 (402-878-2380) paper mail preferred.	0	0
39	Nebraska Indian Community College, ATTN: Paul Fowler P.O. Box 428 Macy, NE 68039 (402.837.5078) email preferred pfowler@thenicc.edu	0	0
40	Western Iowa Tech Community College, 4647 Stone Avenue Sioux City, Iowa 51106, 712 274-6401 post jobs on website at www.meetyournewcareer.com go to employer svcs, click & submit.	0	0
41	Western Iowa Tech Corporate and College Learning Center, Paulette Lewis, 940 Lincoln Street S.W., Le Mars, Iowa 51031 (712-546-7338)	0	0
42	Whiting Public Library Community Job Posting Board, ATTN: Meg Polly 407 Whittier Street, Po Box 288, Whiting, Iowa 51063 712-455-2612 paper mail preferred	0	0
43	Onawa Employment %Onawa Chamber of Commerce, ATTN: Jen Collison 707 Iowa Avenue, Onawa, Iowa 51040 712-423-1801 email preferred chamber@onawa.com	0	0
44	Word of Mouth	0	0

Section III: Recruitment Initiatives
For October 1, 2021 to September 30, 2022

Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the SEU during the Reporting Period:

1. Activity: Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. (#14)

Date of Station Participation: July 12, 2022

Participating Employees: Director of Sales Dave Grosenheider, Business Manager Candice Nash, Operations Manager Tony Michaels (General Manager Dennis Bullock reviewed the slides and printed material at a later date.

Host/Sponsor of Activity: Elizabeth Spainhour and Patrick Cross of the Brooks Pierce law firm led this hour long webinar.

Brief Description of Activity and Station Participation:

This webinar was hosted by IBA attorneys who led the webinar to refresh on FCC's EEO rules and how to stay up to date on the latest EEO developments. Topics included:

*Background an update on the current EEO regulatory environment including developments around EEO Form 395B.

*The FCC's general and specific EEO requirements.

*Recordkeeping and reporting.

*Practical considerations related to EEO programs.

(Powell Broadcastings Key Personnel took part in this webinar.)

2. Activity: Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10)

Date of Station Participation: 10/22/21

Participating Employees: Account Executive Baily Sitzman & Morning Show Host/Assistant Engineer Zac Carson

Host/Sponsor of Activity: Woodbury Central High School

Brief Description of Activity and Station Participation:

*Career Exploration Day open to all area Juniors and Seniors.

*Hands on Activities and Demonstrations.

*Chance for High School Juniors and Seniors to connect with area employers, ask questions, and become familiar with Job Opportunities in different fields.

37 total in attendance / 20 Female 17 Male / 15 Minorities

3. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10)

Date of Station Participation: 10/27/21

Participating Employee: Operations Manager Tony Michaels

Host/Sponsor of Activity: Western Iowa Tech Community College

Brief Description of Activity and Station Participation:

WITCC Career Services Center Scheduled Program Specific Career Fairs. This included Mass Communications as a specific category. This provided opportunities for both College Students and visiting High School students to participate and make connections with employers. Each booth allowed for one on one interaction between the Employer and the student to ask and answer questions specific to their fields of study and to the work environment and job opportunities with in Mass Communications.

4. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10)

Date of Station Participation: 4/26/22

Participating Employee: Operations Manager Tony Michaels

Host/Sponsor of Activity: West High School Sioux City, Iowa

Brief Description of Activity and Station Participation:

High School Career Fair from 8am to 11:30am on April 26th, 2022 at the West High School Gymnasium open to their Juniors and Seniors with an estimated participation of 400 students. This was a great opportunity to educate these students on the career opportunities with in the Broadcasting field.

5. Activity: Participated in Program Relating to Career Opportunities in Broadcasting Sponsored by Educational Institution. (#10)

Date of Station Participation: 4/7/21

Participating Employee: Program Director/Sports Director/Promotions Director Justin Barker

Host/Sponsor of Activity: Western Iowa Tech Community College

Brief Description of Activity and Station Participation:

WITCC Career Services Center Scheduled SPRING Career Fair. This included Mass Communications as a specific category. This Spring Career Fair gave Western Iowa Tech Community College students an opportunity to make connections for Industry information, internships and/or for after graduation employment. Around 60 WITCC students participate from 10am- 1pm on April 7,2022.