

KCHE AM & FM

Annual EEO Public File Report

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 the Station Employment Unit that is comprised of the following station(s): KCHE AM/FM and Cherokee Area and is required to be placed in the public inspection files of these stations, and posted on our website.

The information contained in the Report covers the time period beginning 10/01/17 to and including 09/30/18 (the “Applicable Period”).

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

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit 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 new EEO Rule, which should be separately identified), 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 each 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.

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

For purposes of this 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 e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from 10/1/17 to 9/30/18 Station(s) Comprising Station Employment Unit:
KCHE AM & FM.

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources for This Position
1	NONE		
2			
3			
4			
5			
6			

Total Number of Persons Interviewed during Applicable Period: NONE

Appendix 2 to Annual EEO Public File Report

Covering the Period from 10/01/17 to 9/30/18 Station(s) Comprising Station Employment Unit: KCHE AM & FM.

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person	Total Number of Interviewees this Source has provided during this period (if any).	Full-time Positions for which this Source was Utilized.
A	On Air Broadcasts	NONE	0
B	www.kcheradio.com	NONE	0
C	Buena Vista University web post	NONE	0
D	Western Iowa Tech	NONE	0
E	Brown College web post	NONE	0
F	Radio 1 Broadcast School web post	NONE	0
G	Job Service of Iowa	NONE	0
H	Patty Glassmaker	NONE	0
I	Iowa Broadcasters Association web post	NONE	0
J	Other	NONE	0

*Indicates sources that have requested notification of job openings.

Appendix 3 to Annual EEO Public File Report

Covering the Period from 10/01/17 to 09/30/18 Station(s) Comprising Station Employment Unit: KCHE AM & FM.

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KCHE AM & FM

Description of Activities

1) 10/1/17-9/30/18: Broadcast "EEO Notification". See "Affidavit of Performance" Exhibits 3.1-3.12 attached.

2) 10/1/17-12/31/17: KCHE hosted intern Tiffany Brauckman, a senior at Buena Vista University in Storm Lake, IA. Tiffany worked in the areas sales, production, on air and digital marketing.

3) 9/15/17-5/15/18: KCHE partnered with the Cherokee Community School in the "Partnership In Excellence" program. Businesses in the community partner with an elementary class to help the children learn about their business. Mrs. Klinker's 3rd grade class was our partner. KCHE Staff and students met 4 different times. Twice at the school and twice at our station. While at the station, students were given a tour and recorded messages for Mother's Day.

4) 4/19/18: KCHE sponsored "Class Days" for the senior class from MMCRU High School in Remsen. KCHE staff was on sight from 9 to 11 a.m. interviewing all seniors live on the air. Each senior shared their school memories and future plans and played their favorite music.

5) 4/20/18: KCHE sponsored "Class Days" for the senior class from Alta-Aurelia High School in Alta from 9 to 11 a.m. Format was the same as 4/19/18.

6) 4/23/18: KCHE sponsored "Class Days" for the senior class from Cherokee Washington High School in Cherokee from 1 to 4 p.m. Format was the same as 4/19/18.

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- 7)4/25/18: KCHE sponsored "Class Days" for the senior class from Kingsley-Pierson High School in Kingsley from 10 am to Noon. Format was the same as 4/19/18.
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- 8)4/27/18: KCHE sponsored "Class Days" for the senior class from South O'Brien High School in Paullina from 9 to 11 a.m. Format was the same as 4/19/18.
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- 9)5/01/18: KCHE sponsored "Class Days" for the senior class from Odebolt-Arther-Battle Creek High School in Ida Gove from 9 to 11 a.m. Format was the same as 4/19/18.
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- 10)5/02/18: KCHE sponsored "Class Days" for the senior class from Ridge View High School in Holstein from 1 to 3 p.m. Format was the same as 4/19/18.
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- 11)5/03/18: KCHE sponsored "Class Days" for the senior class from Remsen-St Mary's High School in Remsen from 9 to 11 a.m. Format was the same as 4/19/18.
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- 12)5/04/18: KCHE sponsored "Class Days" for the senior class from River Valley High School in Correctionville from 9:30 to 10:30 a.m. Format was the same as 4/19/18.
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- 13)8/22/18: KCHE staff assisted the Cherokee Community School by providing the music for the "Back to School Bash" welcoming students back to school with food, games, music and prizes.
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