

Decorah Broadcasting, Inc. Annual EEO Public File Report

The purpose of the EEO Public Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. The Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KDEC AM and KDEC FM Decorah, Iowa and is required to be in the public inspection files of these stations, and posted on their websites, if they have a website.

Annual EEO Public File Report Form

Covering the Period from September 22, 2017 to September 21, 2018

Section 1: Vacancy Information

Full Time Positions by Title	Recruitment Source	Total # of Interviewees From All Sources for Position
1) Sales Representatives (2)	Radio	5 Total Interviews for 2 Positions. 2 people hired

2)

Total number of persons interviewed during applicable period: 5

Section 2: Recruitment Source Information:

Recruitment Source (Name, Address, Telephone, Contact)	Total Number of Interviewees This Source Provided (if any)	Full-Time Position for Which This Source Was Utilized
Decorah Newspaper Classifieds & Dollar Stretcher Shopper 107 E. Water Street. Decorah, IA 52101 563 382-4221 Notified by phone	1 & 0	Sales
News Publishing Company Inc.	0 & 0	Sales

Waukon Standard & NEIA Extra
PO Box 286
Waukon, IA 52172
563 568-3431
Notified by phone

Iowa Broadcasters 0 & 0 Sales
www.iowabroadcasters.com

On air, web & internal Web&Posting 0
Posting on air had 1 &3 Sales
KDEC Radio
110 Highland Drive
Decorah, IA 52101
Jennifer Grouws
563 382-4251
jennifer@kdecradio.net

Facebook
facebook.com/kdecfm1005 0 & 0 Sales

*Iowa Vocational Rehab 0 & 0 Sales
Now it's Jami Schwickerath
jammi.schwickerath@iowa.gov
PO Box 89
Decorah, IA 52101
563 382-9634
Notified by email and phone

North Iowa Times 0 & 0
Caitlin Bitner
PO Box M
McGregor IA 52137
563-873-2210
howe@mhtc.net

Section 3:

Type of Activity Under New EEO Rule: Internship
Date of Station Participation: January 2018

Host/Sponsor KDEC AM and FM
Jennifer Grouws Station Mgr. & Darin Svenson
News & Sports Director

Brief Description of Activity
And Station Participation:

Colin Landsteiner interned with KDEC and was given the opportunity to critique our website, Bios, etc. He also gave us his views on new ideas for podcasting and critiqued Darin's current podcasts and the programs Darin uses to create them. Colin also did some reading of sales books used here and then discussed them with the sales staff. He also received an inside look of what it's like to organize a home show and how stations promote themselves through sports promotions and sales promotions. Colin had the opportunity to broadcast alongside our sports director at a home and also to be involved with the Friday morning sports show.

Type of Activity Under the New EEO Rule: Career Day
Date of Station Participation: 4-11-18
Participating Employee: Darin Svenson Sports and New Director
Host/Sponsor: Crestwood High School Guidance Department

Brief Description of Activity
And Station Participation:

Howard Winneshiek and South Winneshiek Junior High Students received inside information on what it's like to be a News and Sports Director at a radio station.

Type of Activity Under the New EEO Rule: Knight Vision student broadcasters
Date of Participation: January 14, 2018
Participating Employee: Darin Svenson News and Sports Director
Host/Sponsor: Wartburg College

Brief Description of Activity

And Station Participation: Gave instruction to student broadcasters at the college on how to become and enjoy being a sports and news broadcaster. He also gave an inside look at how their jobs could change over a more than 20 year career.

Type of Activity Under the New EEO Rule: Job Shadow
Date of Station Participation: 7-3-18
Participating Employee: Jennifer Grouws Station Manager
Host/Sponsor: KDEC

Brief Description of Activity
And Station Participation:

Jacob Idstrom was interested in a broadcast career. He came to the station in July and was given the opportunity to job shadow for a few hours. He was able to watch the announcers, see how production was done and spent some time visiting with the sales staff.

Type of Activity Under the New EEO Rule: Greenlee Career Fair

Date of station Participation Feb. 15, 2018
Participating Employee: Jennifer Grouws
Host/Sponsor: Iowa State University Greenlee School of
Journalism and Communications

Brief Description of Activity and
Station Participation:

Visited with students at the university about potential job opportunities in radio. Especially those at KDEC FM and AM and what is needed to get a scheduled interview.

Type of Activity Under the New EEO Rule : Young Professionals Meeting
Date of Station Participation: April 11, 2018
Participating Employee: Jennifer Grouws
Host/Sponsor: Decorah Area Chamber of Commerce

Brief description of Activity and Station Participation:

Spoke with the Young Professionals about her career path in radio. Her leadership journey and things she has learned along the way.

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The information contained in this Report covers the time period beginning Sept 22, 2017 to and including Sept. 21, 2018 (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; and
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 the 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.

Appendix 1 to

Sample Annual EEO Public File Report Form

Covering the Period from Sept 22, 2017 to Sept 21, 2018

Station(s) Comprising Station Employment Unit: [Station Call Sign(s)]

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
1	Sales Rep	Radio	2
2	Sales Rep.	Radio	3
3			
4			
5			

Total Number of Persons Interviewed During Applicable Period: 5

Appendix 2 to

Sample Annual EEO Public File Report Form

Covering the Period from Sept 22, 2017 to Sept 21, 2018

Station(s) Comprising Station Employment Unit: [Station Call Sign(s)]

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	IBA	0	2
B	Iowa Vacations Rehab	0	2
C	Facebook	0	1
D	Kollec Radio, web +	0 web + internal	2
E	internal Post	4 radio	
F	Waukon Standard	0	1
G	NEIA extra	0	1
H	Deorah News	0	1

* Indicates sources that have requested notification of job openings.

Dollar stretcher 0 1
 North IA Times 0 1

Total # of people interviewed 5