

Reporting Period: October 1, 2022 to September 30, 2023

The purpose of this EEO Public File Report is to comply with Subsection (c)(6) of the FCC's EEO rule set forth in 47 CFR Section 73.2080. This report has been prepared on behalf of the Station Employment Unit (SEU), which is comprised of the following stations: KIWA-FM 105.3, Sheldon, IA., KIWA-AM 1550 with Translator K264CW, Sheldon, IA., and KIWA-FM 100.7 (k264cw), Sheldon, IA., and is required to be placed in the public inspection files of these stations and posted on their websites. Community First Broadcasting, LLC. is the licensee of the above-mentioned radio stations.

The information contained in the Report covers the time period beginning October 1, 2022, through September 30, 2023.

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 of and brief description of the initiatives undertaken pursuant to Subsection (c)(2) of the EEO's Rule during the Reporting Period.

Sections I, II, and III which follow have been designed to provide the required information. Please note that any number listed in Section II under the heading entitled "Full-Time Positions for Which the RS Was Utilized" refers to the full-time position that is listed by that number in Section I.

For the purposes of this report, a vacancy was deemed "filled" not when an offer of employment was extended, but rather when the hiree accepted the employment offer. A person was deemed "interviewed" whether he/she was interviewed in person, over the telephone, or by email.

Section I: Vacancy Information

Reporting Period: October 1, 2022 to September 30, 2023

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
1	Operations Manager/Announcer	1	8

Total Number of Persons Interviewed for Full-Time Positions - 5

Total Number of Persons Hired for Full-Time Positions - 1

Section II: Master Recruitment Source List

Reporting Period: October 1, 2021 to September 30, 2022

#	Recruitment Source	Total # if Interviews Referred by RS in Reporting Period (if any)	Full-Time Positions for which RS was Used in reporting Period (if any)
1	Buena Vista University - Storm Lake, IA	0	0
	Emily Gallagher - gallaghere@bvu.edu		
	career@bvu.edu		
	712-749-2165		
2	Dordt University - Sioux Center, IA	0	0
	Kathy Harmelink HR		
	Kathy.harmelink@Dordt.edu		
	712-722-6000		
3	Iowa Broadcasters Association Des Moines, IA (Website)	0	0
	iowaiba@dwx.com		
4	kiwaradio.com - Website of Community First Broadcasting, LLC	1	0
	Tom Traughber		
	tom@kiwaradio.com		
	712-324-2597		
5	KIWA, KIWA-FM & KIWA-AM Radio - Sheldon, IA	0	0
	Tom Traughber		
	tom@kiwaradio.com		
	712-324-2597		
6	Northwestern College - Orange City, IA Kirsten Brue – Career Counselor	0	0
	kbrue@nwcsiowa.edu		
	712-707-7225		
7	Northwest Iowa Community College - Sheldon, IA	0	0
	Sheilia Van Engen		
	jobs@nwicc.edu		

	712-324-0010		
8	KSOU Radio (Community First Broadcasting Station) Sioux Center, Iowa Piet Westerbeek piet@siouxcountyradio.com 712-722-1090	2	0
9	Indeed.com (employment website)	1	0
10	AllAccess.com (Broadcasting industry website)	0	
11	Word of Mouth	1	
12	Unsolicited Resumes on File	0	

Section III: Recruitment Initiatives (2 Required)

Reporting Period: October 1, 2022 to September 30, 2023 *Supplemental efforts (Non-Vacancy Specific) utilized to educate the public about job positions and the qualifications necessary to fill those positions during the Reporting Period:*

1/18/2023

What has become an annual event KIWA personnel spent time with 3 Sheldon high school students who came to our studio to record scripts for a Broadcast Speech competition. Time was spent polishing the script while also teaching the students how recording equipment works. After careful preparation the students presented their scripts in state competition and again won top honors. KIWA personnel also used the time with the students to explain local radio and all its does for a community.

1/23/2023

KIWA General Manager Tom Traughber traveled to Sibley, Iowa to the Hope Haven facility in that town, by invitation, to address a small group about the history of broadcasting in general, and KIWA Radio in particular, as well as some of the career opportunities in radio. The address, which was followed by questions from the audience, lasted just over an hour.

4/18/2023

A student from Sheldon Community High School “job shadowed” KIWA Chief Operator/Announcer Mark McHugh. The student learned how a radio station operates, the broadcast equipment involved in radio broadcasting, as well as the various employment roles available in the broadcast industry.

4/21/2023

KIWA Chief Operator/Announcer attended O’Brien County Career Day, on the campus of Northwest Iowa Community College in Sheldon. Mr. McHugh discussed careers in radio with those attending Career Day, along with the background and abilities necessary to succeed in the broadcasting industry.

5/3/2023

KIWA Radio would like to congratulate Kaitlyn Bruinsma, a Senior from MOC-Floyd Valley High School who is the winner of the \$1500 KIWA Radio scholarship. The intent of this scholarship is to encourage and support the continuation of a student’s music or journalism education or broadcasting career. Kaitlyn plans to pursue a Music Education Degree.

9/11/2023

KIWA Radio partnered with Sheldon Community High School in a Job Helper program. Each weekday, a member of the SHS senior class comes to the radio station for one hour to assist with any of the jobs we need to have done. In the process, we have the opportunity to share with this student the story of radio, the careers it provides, and the many different jobs that must be done to run a radio station.