

2024 Annual EEO Public File Report

The purpose of this EEO Public File Report(Annual EEO Report) is to comply with Section § 76.1702 of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by Citizens Mutual Telephone Cooperative, a multichannel video distributor.

The information contained in this Annual EEO Report covers the time period from September 2023 to, and including, August 2024 (the Applicable Period). Consistent with the FCC s Rules, this Annual EEO Report contains the following information:

- 1) A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
- 2) For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
- 3) The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- 4) Data reflecting the total number of persons interviewed for all 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 community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in the company's public inspection file on September 30, 2024 and posted on the stations website, in accordance with the FCC s EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Full-time Positions Filled by Job Title and Date Filled		Recruitment Source that Referred the Person Hired
1	Installation Repair Technician (filled 1/22/2024)	Website
2	Installation Repair Technician (filled 6/10/2024)	Personal referral
3	Installation Repair Technician (filled 8/19/2024)	Personal referral

Total Number of People Interviewed for All Job Positions: 9

SECTION 2: Recruitment Sources

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Full-time Positions for which this Source was Utilized
1	CWA Union Notification (Brett Warning, 641-208-0450)	All Vacancies
2	Personal Referral (various employee referrals)	All Vacancies
3	Iowa Communications Alliance (Melissa Primus, 515-868-0333)	All Vacancies
4	Citizens Mutual Website	All Vacancies
5	Citizens Mutual Facebook Page	All Vacancies
6	Radio (Ottumwa Radio Group, Lindsey Chapa, 641-799-2222)	All Vacancies

Total Number of People Interviewed for All Job Positions: 9

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

- 1) Citizens Mutual employees participated in two local job fairs:

Chapter § 76.75(b)(2)(i)

Southern Iowa Career Fair - Indian Hills Community College, March 2024 - The Southern Iowa Career Fair is an opportunity to interact with hundreds of Indian Hills students and members of the 10-county work force regarding our organization and employment opportunities.

College and Career Fair - Davis County High School, October 2023 - The Davis County High School's College and Career Fair is an opportunity to meet with local high school students to discuss our organization, as well as employment and educational opportunities.

- 2) Citizens Mutual employees participated in two events sponsored by the Davis County High School

Chapter § 76.75(b)(2)(i)

Citizens Mutual employees participated in the Careers Unit in the Future Mustangs Ready Course at the Davis County High School - May 2024 - This course is intended to give high school students a perspective on career opportunities in the community by having local businesses representatives share the different career field opportunities that exist within their business. Citizens Mutual employees shared opportunities that exist in customer service, technical and administrative roles within the company.

Present career opportunities at the Davis County High School Future Business Leaders of America (FBLA) chapter - November 2023 - The general manager provided an overview of what services Citizen Mutual provides and the career opportunities that exist within the company.