

The record has now been updated



Amend

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# EEO Form 396-C

File No.: CBL0008829

Filing Status: **Ready for Review**

## 10903

Reference Copy  
OMB Control No.  
3060-1033

### General Information

**FCC Registration Number (FRN)**

0002561884

**Filing Year**

2023

**Employment Unit ID (EUID)**

10903

### Section I - Identifying Information

**Has the identifying information associated with this EUID changed?**

No

**Operator Legal Name**

SPENCER MUNICIPAL UTILITIES

**Operator Address 1**

520 2nd Ave E Suite 1

**Operator City**

SPENCER

**Operator state**

IA

**Operator Zip Code**

51301

**State of Employment Office**

IA

**County of Employment Office**

Clay

**Application Purpose**

New Program Report

**Supplemental Investigation Sheet (SIS) Required**

false

**Category of Respondent**

Six (6) or more full-time employees during the selected reporting period

**Reporting Period Start Date**

2022-07-01

**Reporting Period End Date**

2023-06-30

### Section II - Community Information

## Section III - EEO Policy and Program Requirements

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**Complied with outreach provisions**

Yes

**Contacted multiple sources of applicants**

Yes

**Sought out entrepreneurs in a nondiscriminatory manner**

Yes

**Defined responsibility of management**

Yes

**Disseminated widely EEO Program**

Yes

**Offered promotions in nondiscriminatory manner**

Yes

**Analyzed the results of efforts to recruit hire promote and use services**

Yes

**Conducted continuing program to exclude prejudice**

Yes

**Conducted continuing review of job structure**

Yes

## Section IV - Additional Information

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FCC FORM 396-C -- Supplemental Investigation Sheet PART I - PART I - Employee Job Descriptions

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PART II - Inquiries Concerning EEO Program and Practices

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PART III - EEO Public File Report

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Exhibits

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## Certifications

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I certify that to the best of my knowledge, information and belief, all statements contained in this filing are true and correct. WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

## Certifier Information

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**Certifying Official Name and Signature**

Steven J Pick

**Certifying Official Title**

General Manager/CEO

**Certifying Official Phone**

7125805832

**Certifying Official Email**

steven.pick@smunet.net

**Certifying Date Signed**

2023-08-03