

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sports Director	6-10	8

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Minnesota Workforce Center 1649 West Main Albert Lea, Minnesota 56007 Phone: 507-369-1472 Fax #: 1-507-379-3413 Contact: Valarie Kvale Contact Email: ykvale@wfdi.ws	No	0
2	Minnesota Broadcasters Association 3033 Excelsior Boulevard, Suite 440 Minneapolis, Minnesota 55416 Phone: 612-926-8123 Fax #: 1-612-926-9761 Contact: Linda Lasere Contact Email: llasere@minnesotabroadcasters.com	No	0
3	Albert Lea Tribune 808 West Front Street Albert Lea, Minnesota 56007 Phone: 507-373-1411 Contact: Scott Smeltzer	No	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
5	Riverland Community College 1900 8th Avenue NW Austin, Minnesota 55912 Phone: 507396-0428 Fax #: 1-507-434-7381 Contact: Besty Bushlach Contact Email: besty.bushlach@riverland.edu	No	0
6	Alpha Media Careers www.alphamediausa.com/careers	No	2
7	Word-of-Mouth Referral	No	1
8	Walk-In/Self-Referral	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	STAA (Sports Talent Agency of America) PO Box1024 Del Mar, CA 92014 http://staatalent.com/	No	8
10	Indeed (<i>automated posting from Alpha careers website</i>) www.indeed.com	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Training program	During this reporting period, Alpha Media headquarters conducted interactive online training programs centered around specific radio formats. Two Program Directors and seven on-air announcers from the SEU took part in the weekly training sessions throughout 2018 as their formats were addressed to improve their skillsets and advance their careers.
2	Training program	During this reporting period, Alpha Media headquarters conducted two online interactive training programs regarding sales in the digital age. Our SEU's Market Manager and five Account Representatives participated in the training modules held December 2017 through January 2018 and October 2018 through November 2018. Training was centered around improving their sales skillsets in the changing digital age and preparing them for future advancement in sales management.
3	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	Every other Thursday during this reporting period, KATE(AM), in conjunction with the Minnesota Workforce Development Center, broadcast a 30-minute program to provide listeners with valuable information about local employment opportunities, including any job openings within the SEU as well local programs focused on career building. SEU participants include our News and Program Directors.
4	Co-sponsor job fair with local organizations that include women and minority members	On April 11, 2018, our SEU co-sponsored a career fair entitled "Get a Job" with Riverland Community College and the Freeborn County Chamber of Commerce. SEU staff helped to solicit local employers and organize all logistical aspects of the event, while also participating as a local employer. SEU participants included our Market Manager and Program Director who spoke with interested attendees about career opportunities in radio as well as any job openings within the SEU. This event was promoted on all SEU stations.