

KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-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
Receptionist	1, 3-4, 6-8, 13	13
News Content Director	1, 3-4, 7	7
Account Executive	1-4, 7, 11-12	4
Market Manager	1-5, 8-10	2

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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	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
2	Minnesota Broadcasters Association 3033 Excelsior Blvd suite 440 Minneapolis, MN 55416 Ph: 612-926-8123 www.minnesotabroadcasters.com Contact: Linda Lasere	No	1
3	Alpha Media Careers www.alphamediausa.com/careers	No	1
4	Indeed (<i>automated posting from Alpha Media careers website</i>) www.indeed.com	No	6
5	LinkedIn (<i>via active sourcing, self-referral and/or job board posting</i>) www.linkedin.com	No	1
6	Internal Candidate/Posting	No	1
7	Word-of-Mouth Referral	No	7
8	Mankato Home Magazine 1400 Madison Avenue, Suite 610 Mankato, MN 56001 Ph: 507-387-7953 kelly@homemagonline.com	No	0
9	Radio Ink https://radioink.com	No	0
10	Radio Advertising Bureau http://www.rab.com/public/rst/classifieds.cfm	No	0
11	Walk-In/Self-Referral	No	1
12	Job Fair(s) (<i>see Sec. III</i>)	No	0
13	Internal Transfer/Promotion	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job fair	On January 31, 2018, our SEU participated in the Recreation Park & Leisure Career Fest 2018 at Minnesota State University-Mankato in the CSU Ballroom. Station participants included our General, Business and Operations Managers as well as several on-air announcers, who spoke with interested attendees about careers in broadcasting.
2	Participate in job fair	On September 25, 2018, our SEU participated in the SCTC Fall Job Fair at South Central College in North Mankato, MN. Station participants included our General and Operations Managers, who spoke with interested attendees about careers in broadcasting
3	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (2)	On December 13 and 14, 2017, our SEU hosted 10-12 th graders from Rock Bend ALC for tours of the station facilities as part of their career day initiative. Station participants included an on-air announcer and Program Director, who escorted the students around our facilities to observe the various departments and functions important to a broadcast operation.
4	Host event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On October 9, 2018, our SEU hosted members of the Lifeworks community skill building group for a tour of the station facilities. Station participants included our Promotions Director, who escorted the students around our facilities to observe the various departments and functions important to a broadcast operation.