

**KQAD(AM) & KLQL(FM)  
EEO PUBLIC FILE REPORT  
December 1, 2018-November 30, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On-Air Personality	3-9	4

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
2	<b>Minnesota Broadcasters Association</b> 3033 Excelsior Blvd suite 440 Minneapolis, MN 55416 Ph: 612-926-8123 www.minnesotabroadcasters.com Contact: Maria Vorhis Email: maria.vorhis@minnesotabroadcasters.com	No	0
3	<b>Alpha Media Careers</b> www.alphamediausa.com/careers	No	6
4	<b>Word-of-Mouth Referral</b>	No	2
5	<b>Indeed.com</b> www.indeed.com	No	0
6	<b>Internal Candidate/Posting</b>	No	3
7	<b>University of South Dakota</b> Contact: Mandy Hanson Ph: (605) 658-6529 Email: Mandy.J.Hanson@usd.edu	No	0
8	<b>South Dakota State University</b> Yeager Hall 211, Box 2235 Brookings, SD 57007 Contact: Lyle D. Olson, Ed.D., Director and Prof. School of Communication and Journalism Phone: 605-688-4171	No	0
9	<b>Southwest Minnesota State</b> Contact: Mark Fokken, Associate Prof. of Communication Studies Ph: (507) 537-7370 Email: mark.fokken@smsu.edu	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD<sup>6</sup></b>			11

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in job fair	On January 25, 2019, our SEU participated in the Lyon County Economic Development Careers Fair. Station participants included our Market Manager, who discussed careers in broadcasting with interested attendees.
2	Participate in job fair	On April 12, 2019, our SEU participated in the Northwest Iowa Community College Career Day. Station participants included our Market Manager, who discussed careers in broadcasting with interested attendees.
3	Participate in other activities furthering the goal of disseminating information of employment opportunities in broadcasting	From August through November, 2019, our stations hosted a student from West Lyon High School to shadow our sports announcers during broadcasts of the school's football games. Our announcers provided an up-close look of their various job duties and other station operations, and the student was able to participate in various aspects of the broadcasts like statistics and half-time reports as well.