

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-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>
Account Executive	1, 4, 6-8, 10	6

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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	<b>Minnesota Workforce Center</b> 1649 West Main Albert Lea, Minnesota 56007 Phone: 507-369-1472 Fax #: 1-507-379-3413 Contact: Valarie Kvale Contact Email: <a href="mailto:vkvale@wfdi.ws">vkvale@wfdi.ws</a>	No	0
2	<b>Minnesota Broadcasters Association</b> 3033 Excelsior Boulevard, Suite 440 Minneapolis, Minnesota 55416 Phone: 612-926-8123 Fax #: 1-612-926-9761 Contact: Linda Lasere Contact Email: <a href="mailto:llasere@minnesotabroadcasters.com">llasere@minnesotabroadcasters.com</a>	No	0
3	<b>Albert Lea Tribune</b> 808 West Front Street Albert Lea, Minnesota 56007 Phone: 507-373-1411 Contact: Scott Smeltzer	No	0
4	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> ) and/or KATE’s “Conversations with Val and the MN Workforce Center”	No	0
5	<b>Riverland Community College</b> 1900 8th Avenue NW Austin, Minnesota 55912 Phone: 507396-0428 Fax #: 1-507-434-7381 Contact: Besty Bushlach Contact Email: <a href="mailto:besty.bushlach@riverland.edu">besty.bushlach@riverland.edu</a>	No	0
6	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	1
7	<b>Word-of-Mouth Referral</b>	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	<b>Walk-In/Self-Referral</b>	No	1
9	<b>STAA ( Sports Talent Agency of America )</b> PO Box1024 Del Mar, CA 92014 <a href="http://staatalent.com/">http://staatalent.com/</a>	No	0
10	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			3

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding equal opportunity and preventing discrimination	On October 9, 2019, our SEU’s Market, Operations and Business Managers took part in a training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.
<b>2</b>	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	Every other Wednesday during this reporting period, Station KATE(AM), in conjunction with the Minnesota Workforce Development Center, broadcast a 30-minute program entitled, “Conversations with Val and the MN Workforce Center,” to provide listeners with valuable information about local employment opportunities, including job openings within the SEU, as well local programs focused on career building. SEU participants include our News and Program Directors.
<b>3</b>	Co-Sponsor Job Fair with local organizations that include women and minority members	On April 24, 2019, our SEU co-sponsored a career fair entitled, “Albert Lea Spring Regional Job Fair” with the MN Workforce Center 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 Program Director, who spoke with attendees about career opportunities in radio as well as job openings within the SEU. This event was promoted on all SEU stations.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Internship Program	From October 28-November 15, 2019, our SEU hosted a community member for an internship (80-100 hours) in conjunction with MN Workforce Center and Unemployment Office as well as Riverland Community College. This intern was exposed to all aspects of our business from sales to programming and administration in hopes of taking on a new career path.
5	Management-level training regarding equal opportunity and preventing discrimination	Over a three-week period in August 2019, our Market Manager participated in ThinkHR training programs provided by Alpha Media which covered the following topics: Bullying and Violence in the Workplace, and Workplace Harassment Prevention for Managers.