

**KLGR(AM) & KLGR-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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Receptionist	1, 3, 5	5
Market Manger	1-6	6
Account Executive	1-5	4
Account Executive	1-5	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	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: Maria Vorhis Email: maria.vorhis@minnesotabroadcasters.com	No	0
3	Alpha Media Careers www.alphamediausa.com/careers	No	0
4	Word-of-Mouth Referral	No	6
5	Indeed.com www.indeed.com	No	2
6	Internal Transfer/Promotion	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD⁶			9

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job fair	On March 21, 2019, our SEU participated in the Cardinal Careers Fair. Station participants included our Market Manager, Content Director and several Account Executives, who discussed careers in broadcasting with interested attendees.
2	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 4, 2019, our SEU hosted two students from Redwood Falls Junior High for a job shadowing opportunity. Our Content Director as well as on-air staff were shadowed by the students during the work day, demonstrating their job duties and other station operations.
3	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 29-31, 2019, our SEU hosted a student from Redwood Falls High School for a job shadowing opportunity. Our Content Director was shadowed by the students during the work days, demonstrating his job duties and other station operations.
4	Management-level training regarding equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU's Business Manager participated in a comprehensive training webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media," presented by Alpha Media's communications counsel, Wiley Rein LLP.
5	Management-level training regarding equal employment opportunity and preventing discrimination	On August 21, 2019 and September 4, 2019, respectively, our SEU's Business 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.