

**KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-FM  
EEO PUBLIC FILE REPORT  
December 1, 2019-November 30, 2020**

**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>
Receptionist	1,3,6,7	7
On-Air Talent	1,3,6,7	6

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

RS No.	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	
2	<b>Minnesota Broadcasters Association</b> 3033 Excelsior Blvd suite 440 Minneapolis, MN 55416 Ph: 612-926-8123 <a href="http://www.minnesotabroadcasters.com">www.minnesotabroadcasters.com</a> Contact: Linda Lasere	No	
3	<b>Alpha Media Careers</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	
4	<b>Internal Referral</b>	No	
5	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	
6	<b>Word-of-Mouth Referral</b>	No	1
7	<b>Indeed.com</b> <i>(automated posting from Alpha Media careers website)</i> <a href="http://www.indeed.com">www.indeed.com</a>	No	1
8	<b>Internal Transfer/Promotion</b>	No	
9	<b>Walk In Self Referral</b>	No	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			2

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Events sponsored by Community Groups	On December 12, 2019, our Program Director and Operations Manager hosted two station tours for Connecting Nicollet County, which is a community leadership and development program.
<b>2</b>	Management EEO Training	On November 16, 2020, our Operations Manager completed a training on ThinkHR entitled "A Manager's Guide to Diversity, Inclusion and Accommodation."