

**KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-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 Talent	1-6	5
On-Air Talent	1-6	4
Account Executive	1-4, 6, 8	4
Account Executive	1-4, 6	4

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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	0
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	0
3	<b>Alpha Media Careers</b> <a href="http://www.alphausa.com/careers">www.alphausa.com/careers</a>	No	0
4	<b>Word-of-Mouth Referral</b>	No	6
5	<b>All Access</b> www.allaccess.com	No	1
6	<b>Indeed.com</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	0
7	<b>Internal Transfer/Promotion</b>	No	0
8	<b>Walk-In/Self-Referral</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

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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 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.
<b>2</b>	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On September 11, 2019, our SEU participated in a seminar hosted by Greater Mankato Growth, Minnesota Dept of Human Services, US Dept. of Justice, Minnesota Council of Churches and others at South Central Technical College providing helpful tools regarding hiring asylees, immigrants and refugees.
<b>3</b>	Host event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On June 12, 2019, our SEU hosted a local Girls on The Run chapter--a non-profit organization to help pre-teen girls develop selfrespect and healthy lifestyles—for a tour of the station facilities with our County Program Director as well as a Q&A session regarding broadcasting
<b>4</b>	Training program	During the month of November 2019, our Business Manager completed two advanced web-based interactive training programs provided by Alpha Media regarding digital sales to cross-train in sales and obtain exposure to other areas of broadcast operations generally for career advancement.
<b>5</b>	Management-level training regarding equal employment opportunity and preventing discrimination	In August & September 2019, our SEU’s Market, Business and Operations Managers 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.