

KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM**EEO PUBLIC FILE REPORT****August 1, 2015 - November 30, 2015****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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM**EEO PUBLIC FILE REPORT****August 1, 2015 - November 30, 2015****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM**EEO PUBLIC FILE REPORT****August 1, 2015 - November 30, 2015****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/28/2015	Establishment of training programs for station personnel	KBRF/KZCR/KJJK's Operation Manager provided on-the-job training for part-time announcers in August and September of 2015. Training sessions were conducted for three high school/college students in the areas of control board operation and game engineering.	4	Operations Manager Board Op Board Op Board Op
2	9/8/2015	Establishment of a mentoring program	Leighton Broadcasting participates in the Adopt-A-Class program with the Fergus Falls School District as an outreach activity.	2	Operations Manager Teacher
3	10/8/2015	Participation in events or programs sponsored by educational institutions	Leighton Broadcasting participated in the 2015 Fergus Falls Regional Career Expo at Fergus Falls Kennedy Secondary School, 601 Randolph Avenue, Fergus Falls.	3	Morning Show Host Morning Show Host Board Op