

KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM
EEO PUBLIC FILE REPORT
December 3, 2016 - December 1, 2017

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
Account Executive Open Date: 3/9/2017 Hire Date: 4/12/2017	1-9	3

KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM**EEO PUBLIC FILE REPORT****December 3, 2016 - December 1, 2017****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	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : riadenver@allaccess.com Ria Denver	N	0
2	Facebook 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	0
3	Leighton Broadcasting 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	4
4	Leighton Broadcasting Website 728 Western Avenue Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Url : http://leightonbroadcasting.com/careers/ Doug Gray Manual Posting	N	1
5	Minnesota Broadcasters 3033 Excelsior Blvd Ste 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Linda LaSere Manual Posting	N	0
6	Minnesota State Community College 1414 College Way Fergus Falls, Minnesota 56537 Phone : 218-299-6515 Email : sue.zurn@minnesota.edu Sue Zurn	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Minnesota Workforce Center 125 West Lincoln Ave. Fergus Falls, Minnesota 56537 Phone : 218-739-7560 Rick Schara Manual Posting	N	2
8	North Dakota Broadcasters 934 Parkview Drive Bismarck, North Dakota 58501 Phone : 701-258-1332 Job Bank Manual Posting	N	0
9	South Dakota Broadcasters 106 West Capitol Ave. Pierre, South Dakota 57501 Phone : 605-224-1034 Job Bank Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	11/28/2017	Establishment of a mentoring program	On-Air Mentorship Program to grow air talent's potential	5		1.00
2	11/28/2017	Establishment of a mentoring program	Sales staff mentorship program, weekly coaching and mentorship of staff by sales manager	8		1.00
3	11/28/2017	Establishment of training programs for station personnel	Caffeine and Coaching for sales staff/Brandsformation Training	8		1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.00