

KAGE-AM, KGSL-FM, KRIV-FM, KWNO-AM, KWNO-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 Manager	1-2, 4-8	4
Sales Coordinator	1-3, 5-9	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 24955 Pacific Coast Highway C303 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/ Joyce Veis Manual Posting	N	0
2	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3499 Karol Baumeister Manual Posting	N	0
3	Call In	N	1
4	Employee Referral	N	1
5	Internet Ad	N	2
6	Leighton Broadcasting 752 Bluffview Circle Winona, Minnesota 55987 Phone : 507-452-4000 Jean Ristow Manual Posting	N	0
7	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Linda Lasere Manual Posting	N	0
8	Minnesota Workforce Center 1250 Homer Road Suite 200 Winona, Minnesota 55987 Phone : 651-385-6481 Vicki Koehn Manual Posting	N	0
9	Winona Chamber of Commerce 902 East 2nd Street, Suite 120 Winona, Minnesota 55987 Phone : 507-452-2272 Url : http://www.winonachamber.com Email : info@winonachamber.com David Bittner	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/3/2017	Establishment of a mentoring program	On-Air Mentorship program, OM and GM mentor on-air staff on a monthly basis in order to grow our talent.	5	
2	7/2/2017	Establishment of an intern program designed to assist members of the community	On-Air Internship Program	3	