

K226CA, KBOT, KDLM, KRCQ
EEO PUBLIC FILE REPORT
December 1, 2019 - November 13, 2020

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	1-5	4
Account Executive	1-5	3

K226CA, KBOT, KDLM, KRCQ
EEO PUBLIC FILE REPORT
December 1, 2019 - November 13, 2020

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	Linked In	N	1
2	MN Work Center 801 Roosevelt Avenue PO Box 1108 Detroit Lakes, Minnesota 56501 Phone : 218-846-7377 Email : knowell@wfc.des.state.mn.us Fax : 1-218-846-0773 Kelley Nowell	Y	0
3	Previous Employee	N	1
4	Station Website	N	2
5	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

K226CA, KBOT, KDLM, KRCQ
EEO PUBLIC FILE REPORT
December 1, 2019 - November 13, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	Twice a year training for sales staff to increase skills and continue careers in broadcasting	5	GM SM Account Executive Account executive