

K226CA, KBOT, KDLM, KRCQ
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Operations Manager	1-11	4

K226CA, KBOT, KDLM, KRCQ**EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****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
1	Ability Building Center PO Box 6938 1911 14th Street NW Rochester, Minnesota 55903 Phone : 507-281-6262 Url : www.abcinc.org Fax : 1-507-281-6270 Steven Hill	N	0
2	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url : www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark	N	0
3	Current Employee	N	3
4	Employee Referral	N	2
5	Goodwill Industries Vocational Enterprises 700 Garfield Ave Duluth, Minnesota 55802 Phone : 218-722-6351 Url : None Fax : 1-218-722-8108 Douglas Werber	N	0
6	Internal Posting	N	1
7	Lifetrack Resources 709 University Ave W St Paul, Minnesota 55104 Phone : 651-227-8471 Url : www.lifetrackresources.org Email : leona@lifetrackresources.org Fax : 1-651-227-0621 Leon Axtman	N	0
8	MINNESOTA BROADCASTERS 3033 EXCELSIOR BLVD MINNEAPOLIS, Minnesota 55416-4675 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Email : meischen@minnesotabroadcasters.com Fax : 1-612-926-9761 Megan Eischen	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	MN Teamsters Service Bureau - Dislocated Workers Program 2829 University Ave. SE Suite 720 Minneapolis, Minnesota 55414 Phone : 612-676-3759 Url : www.mntsb.org Email : Chrisc@mntsb.org Fax : 1-612-676-3748 Christine Chelstrom	N	0
10	On Air Recruitment Ad	N	1
11	Opportunity Services Inc. 1681 West Third Street Red Wing, Minnesota 55066 Phone : 651-578-1329 Url : www.oppserv.org Email : steves@oppserv.org Fax : 1-651-578-2873 Steve Spandl	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/2/2018	Establishment of an intern program designed to assist members of the community	Sales Internship program designed to increase knowledge and participation in broadcasting careers.	3	Sales Manager Intern Office Manager
2	11/27/2018	Establishment of training programs for station personnel	Semi Annual training program for sales and broadcast employees to further gain knowledge and experience in the broadcasting sales field.	10	GM Sales Manger OM