

KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****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	2-8	3
Operations Manager	2-8	5
Office/Sales Assistant	2, 4-6, 9	9
Sales & Promotions Assistant	1-6	3
Sales & Promotions Assistant	1-6	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
1	Consultant Referral	N	2
2	Facebook 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	0
3	Job posting on internet	N	2
4	Leighton Broadcasting 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	0
5	Minnesota Broadcasters 3033 Excelsior Blvd Ste 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Linda LaSere Manual Posting	N	1
6	Minnesota Workforce Center 125 West Lincoln Ave. Fergus Falls, Minnesota 56537 Phone : 218-739-7560 Rick Schara Manual Posting	N	0
7	North Dakota Broadcasters 934 Parkview Drive Bismarck, North Dakota 58501 Phone : 701-258-1332 Job Bank Manual Posting	N	0
8	South Dakota Broadcasters 106 West Capitol Ave. Pierre, South Dakota 57501 Phone : 605-224-1034 Job Bank Manual Posting	N	0
9	Station On-Air Advertisement	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	8/26/2016	Participation in Job Fairs	Leighton Broadcasting participated in the Part-time Job Fair at M State Fergus Falls Campus from 10 am to 1 pm on Friday, August 26, 2016. Leighton Broadcasting promoted part-time job openings at our Fergus Falls location.	2	Program Director Operations Manager	0.25
2	9/2/2016	Establishment of a mentoring program	Leighton Broadcasting participated in the Kennedy Secondary School's "Adopt -A-Class" program, in which it mentored a fifth grade class at the school.	2	Operations Manager Program Director	1.00
3	9/2/2016	Establishment of training programs for station personnel	Leighton Broadcasting established a training program for board operators which is an entry level position for broadcasting.	4	Operations Manager Announcer Board Operator Board Operator	1.00
4	10/6/2016	Participation in events or programs sponsored by educational institutions	Leighton Broadcasting participated in the 2016 Fergus Falls Regional Career Expo at the Fergus Falls Kennedy Secondary School. Around 850 students attended and had the opportunity to learn more about a career in broadcasting.	4	Morning Show Host Morning Show Host Program Director Announcer	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.50