

K277BS, KCLD, KCML, KNSI-AM, KZPK
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
News Anchor/Reporter Open Date: 12/1/2016 Hire Date: 1/10/2017	2-8, 11, 13-22, 24-29, 32-40	11
KZPK Afternoons – Full Time On-Air Personality Open Date: 3/23/2017 Hire Date: 6/23/2017	1-8, 10, 13-20, 23-25, 27-30, 32-34, 38-41	30
Traffic Assistant - Full Time Open Date: 7/11/2017 Hire Date: 9/10/2017	1-8, 13-20, 22, 24-25, 27-29, 31-34, 38-41	22
Account Executive Open Date: 7/31/2017 Hire Date: 9/17/2017	1-8, 12-20, 24-25, 27-29, 32-34, 38-41	12
Sales Coordinator Open Date: 7/31/2017 Hire Date: 8/1/2017	9, 12	9
Event Director Open Date: 7/31/2017 Hire Date: 8/1/2017	1-9, 12-20, 24-25, 27-29, 32-34, 38-41	9

K277BS, KCLD, KCML, KNSI-AM, KZPK**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	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	AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone : 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger	N	0
3	Adult Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden	N	0
4	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathe@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
5	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

K277BS, KCLD, KCML, KNSI-AM, KZPK**EEO PUBLIC FILE REPORT**

December 3, 2016 - December 1, 2017

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
6	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff	N	0
7	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0
8	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bchaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee	N	0
9	Current Employee - Transfer/Promotion	N	2
10	E-mail Inquiry	N	1
11	Employee Promotion	N	1
12	Employee Referral	N	3
13	Employment Enterprises, Inc PO Box 303 307 NW 9th Ave Little Falls, Minnesota 56345 Phone : 320-632-9251 Url : None Email : eei@upstel.net Fax : 1-320-632-9252 Bryon Quinn	N	0

K277BS, KCLD, KCML, KNSI-AM, KZPK**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
14	Fond Du Lac Indian Reservation Human Resources 1720 Big Lake Rd Cloquet, Minnesota 55720 Phone : 218-878-2653 Url : www.fdlrez.com Email : leemain@fdlrez.com Fax : 1-218-878-2683 Lee Main	N	0
15	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
16	Intercultural Mutual Assistance Association 300 11th Avenue NW Rochester, Minnesota 55901 Phone : 507-289-5960 Url : www.imaa.net Email : imaa@imaa.net Fax : 1-507-289-6199 Ron Buzard	N	0
17	Jean Thorne Inc 901 Marquette Ave Suite 100 Minneapolis, Minnesota 55402 Phone : 612-904-2911 Url : www.jeanethorne.com Email : mfk@jeanethorne.com Fax : 1-612-904-2901 Mary Kalk	N	0
18	Life-Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Fax : 1-507-345-1469 Susan McNamara	N	0

K277BS, KCLD, KCML, KNSI-AM, KZPK**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
19	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
20	Mankato Rehabilitation Center, Inc. (MRCI) 15 Map Dr. PO Box 328 Mankato, Minnesota 56002 Phone : 507-386-5600 Url : www.mnwfc.org/rehab/crp/mrciinc.htm Email : mrci@mnic.net Fax : 1-507-345-5991 William Bickett	N	0
21	Minneapolis Urban League 2100 Plymouth Ave Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 612-521-8513 Roosevelt Pargo	N	0
22	Minnesota Broadcasters 3033 Excelsior Blvd. Minneapolis Minneapolis, Minnesota 55416 Phone : (612) 926-8123 Fax : (612) 926-9761 Jim Dubois	N	1
23	MN Broadcasters Association Minnesota Phone : NA Email : mlappin@minnesotabroadcasters.com Michelle Lappin	N	1
24	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

K277BS, KCLD, KCML, KNSI-AM, KZPK**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
25	National Federation of the Blind MN 100 East 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-9363 Url : www.blindinc.org Email : info@blindinc.org Fax : 1-612-872-9358 Shawn Mayo	N	0
26	Northwestern College 3003 Snelling Ave. N. St. Paul St. Paul, Minnesota 55113 Phone : (651) 631-5109 Email : bk2@nwc.edu Bridget Kenadjian	N	0
27	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-681-7635 Peter Lavalier	N	0
28	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
29	Pine Habilitation and Supported Employment (PHASE) 106 Main, PO Box 126 Sandstone, Minnesota 55072 Phone : 320-245-2246 Url : none Email : phase@ecenet.com Fax : 1-320-245-0431 Jeannette Kester	N	0
30	Previous Applicant	N	1
31	Radio Recruitment Ad	N	1

K277BS, KCLD, KCML, KNSI-AM, KZPK**EEO PUBLIC FILE REPORT**

December 3, 2016 - December 1, 2017

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
32	Ramsey Action Programs Inc 450 Syndicate Street N Suite 300 St Paul, Minnesota 55104 Phone : 651-645-6445 Url : None Email : jscheibel@ramseyactionprograms.org Fax : 1-651-645-2253 Jim Scheibel	N	0
33	Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone : 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen	N	0
34	Summit Academy OIC 935 Olson Memorial Hwy Minneapolis, Minnesota 55455 Phone : 612-377-0150 Url : www.saoic.org Fax : 1-612-377-0156 Louis King	N	0
35	Univ. of Dubuque Minnesota Phone : 563-589-3132 Email : dclarke@dbq.edu Fax : 563-589-3419 Deb Clarke	N	0
36	Univ. of MN - Duluth Minnesota Phone : 218-726-7985 Email : carserv@d.umn.edu Fax : 218-726-6394 Career Services	N	0
37	University of Minnesota Minneapolis Minneapolis, Minnesota Phone : 612-624-4361 Email : kpederson@class.cla.umn.edu Fax : 1-612-625-4832 Katherine Pederson	N	0

K277BS, KCLD, KCML, KNSI-AM, KZPK**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
38	Upper Midwest American Indian Center 1035 W. Broadway Ave Minneapolis, Minnesota 55411 Phone : 612-522-4436 Url : Coming Soon Email : joyceyellowhammer@yahoo.com Fax : 1-612-522-8855 Gertrude Buckanaga	N	0
39	Winona ORC Industries, Inc. 1053 E. Mark Street Winona, Minnesota 55987 Phone : 507-452-1855 Url : www.worcind.org Fax : 1-507-452-1857 Bill Harris	N	0
40	Women in Transition 6715 Minnetonka Blvd. Suite 212 St Louis Park, Minnesota 55426 Phone : 612-752-8444 Url : www.eac-mn.org Email : Lszczesny@resource-mn.org Fax : 1-612-752-8401 Lonna Szczesny	N	0
41	Workabilities, Inc. 7400 Laurel Ave. Golden Valley, Minnesota 55426 Phone : 763-541-1844 Url : www.workabilities.org Email : BILLLYONS@JUNO.COM Fax : 1-763-541-0415 Bill Lyons	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

K277BS, KCLD, KCML, KNSI-AM, KZPK**EEO PUBLIC FILE REPORT****December 3, 2016 - December 1, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/15/2017	Establishment of an intern program designed to assist members of the community	Sales and Marketing Internship Program	3		1.00
2	10/1/2017	Establishment of an intern program designed to assist members of the community	Fall Internship on KCLD designed to give broadcast and mass communication students experience in radio while attending school	4		1.00
3	11/23/2017	Sponsorship of events in the community designed to increase public awareness	Sponsorship of area Thanksgiving 5k to promote well-being in the community	3		0.50
TOTAL POINTS OVER REPORTING PERIOD:						2.50