

**KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive Open Date: 5/24/2018 Hire Date: 10/15/2018	2-12	2
Sales Manager Open Date: 6/8/2018 Hire Date: 8/1/2018	1, 4, 8-12	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Current Employee/Internal Promotion	N	1
2	Employee Referral	N	1
3	Facebook 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	0
4	Indeed indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Phone : 1800-475-4361 Url : indeed.com Paul Wolfe Manual Posting	N	0
5	Leighton Broadcasting 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	0
6	Leighton Broadcasting Website 728 Western Avenue Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Url : <a href="http://leightonbroadcasting.com/careers/">http://leightonbroadcasting.com/careers/</a> Doug Gray Manual Posting	N	0
7	Linked In	N	1
8	Minnesota Broadcasters 3033 Excelsior Blvd Ste 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Linda LaSere Manual Posting	N	0
9	Minnesota State Community College 1414 College Way Fergus Falls, Minnesota 56537 Phone : 218-299-6515 Email : <a href="mailto:sue.zurn@minnesota.edu">sue.zurn@minnesota.edu</a> Sue Zurn	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
10	Minnesota Workforce Center 125 West Lincoln Ave. Fergus Falls, Minnesota 56537 Phone : 218-739-7560 Rick Schara Manual Posting	N	0
11	North Dakota Broadcasters 934 Parkview Drive Bismarck, North Dakota 58501 Phone : 701-258-1332 Job Bank Manual Posting	N	0
12	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	9/24/2018	Establishment of training programs for station personnel	Semi yearly training for sales and on-air staff to further develop staff and longevity in the broadcast industry.	8	GM Office Manager Sales Manager	1.00
2	10/11/2018	Participation in Job Fairs	Participation in High School Career Exploration day at local High School	2	Office Manager On-Air Talent	0.25
3	11/26/2018	Establishment of training programs for station personnel	Weekly training program for sales employees to further grow selling skills and prolong careers in the broadcasting field.	8	Sales Manager	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>2.25</b>