

KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM
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	1-12	10
Account Executive	1-12	11

KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM**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	Facebook 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	0
2	Indeed indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Phone : 1800-475-4361 Url : indeed.com Paul Wolfe Manual Posting	N	0
3	Internet Ad	N	1
4	Leighton Broadcasting 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	0
5	Leighton Broadcasting Website 728 Western Avenue Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Url : http://leightonbroadcasting.com/careers/ Doug Gray Manual Posting	N	0
6	Minnesota Broadcasters 3033 Excelsior Blvd Ste 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Linda LaSere Manual Posting	N	0
7	Minnesota State Community College 1414 College Way Fergus Falls, Minnesota 56537 Phone : 218-299-6515 Email : sue.zurn@minnesota.edu Sue Zurn	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Minnesota Workforce Center 125 West Lincoln Ave. Fergus Falls, Minnesota 56537 Phone : 218-739-7560 Rick Schara Manual Posting	N	0
9	North Dakota Broadcasters 934 Parkview Drive Bismarck, North Dakota 58501 Phone : 701-258-1332 Job Bank Manual Posting	N	0
10	Previous Employee	N	1
11	Station Website	N	2
12	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/15/2020	Participation in Job Fairs	Participation in virtual job fair	2	Officer Manager OM
2	11/12/2020	Establishment of a mentoring program	On Air mentorship and development program, to continue to foster programming careers and further growth in the industry.	2	OM General Manager
3	11/12/2020	Establishment of training programs for station personnel	Yearly sales training, twice a year to continue education for our employees and further growth within broadcast careers.	2	Officer Manager General Manager