

**KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM****EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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	1-11	1
Account Executive	1-11	4

**KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM****EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	Employee Referral	N	1
2	Facebook 728 Western Ave Fergus Falls, Minnesota 56537 Phone : 218-736-7596 Sue Tate Manual Posting	N	0
3	Indeed indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Phone : 1800-475-4361 Url : indeed.com Paul Wolfe Manual Posting	N	0
4	Indeed.com	N	1
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	Minnesota Broadcasters 3033 Excelsior Blvd Ste 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Linda LaSere Manual Posting	N	0
8	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

**KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM****EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
9	Minnesota Workforce Center 125 West Lincoln Ave. Fergus Falls, Minnesota 56537 Phone : 218-739-7560 Rick Schara Manual Posting	N	0
10	North Dakota Broadcasters 934 Parkview Drive Bismarck, North Dakota 58501 Phone : 701-258-1332 Job Bank Manual Posting	N	0
11	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>2</b>

**KBRF-AM, KJJK-AM, KJJK-FM, KZCR-FM****EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****III. RECRUITMENT INITIATIVES**

	<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>
1	9/23/2019	Establishment of training programs for station personnel	Training program to enhance sales staff skills and promote careers in broadcasting	5	GM Sales Manager Office Manager Sales
2	10/10/2019	Participation in Job Fairs	Leighton Broadcasting/Fergus Falls participated in the West Central Minnesota College and Career Expo 2019 on Thursday, October 10, 2019 from 8:30 am - 12:30 pm at Kennedy Secondary School in Fergus Falls, MN. Leighton Broadcasting offered opportunities at the event to apply for part-time board op work , as well as offered information on careers in radio.	2	Program Director Program Director
3	11/25/2019	Establishment of a mentoring program	Sales mentor ship program to assist new staff members and promote long term careers in broadcasting	5	Sales Manger GM Sales Sales