

KAGE-AM, KGSL-FM, KRIV-FM, KWNO-AM, KWNO-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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-2, 4-7, 9-11	4
Receptionist	1-3, 7-12	3

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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	All Access 24955 Pacific Coast Highway C303 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/ Joyce Veis Manual Posting	N	0
2	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3499 Karol Baumeister Manual Posting	N	0
3	Current Employee/Internal Promotion	N	1
4	Employee Referral	N	2
5	Former Employee	N	1
6	Internet Ad	N	1
7	Leighton Broadcasting 752 Bluffview Circle Winona, Minnesota 55987 Phone : 507-452-4000 Jean Ristow Manual Posting	N	0
8	Linked In	N	1
9	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Linda Lasere Manual Posting	N	0
10	Minnesota Workforce Center 1250 Homer Road Suite 200 Winona, Minnesota 55987 Phone : 651-385-6481 Vicki Koehn Manual Posting	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
11	Winona Chamber of Commerce 902 East 2nd Street, Suite 120 Winona, Minnesota 55987 Phone : 507-452-2272 Url : http://www.winonachamber.com Email : info@winonachamber.com David Bittner	N	0
12	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
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
1	8/13/2018	Participation in scholarship programs	Station OM participated in "Rising through the ranks" scholarship program in Nashville.	1	OM
2	9/24/2018	Establishment of a mentoring program	Semi-Annual sales training for staff to increase skill set and further careers in broadcasting and sales	6	GM Office Manager Sales Assistant
3	11/27/2018	Establishment of an intern program designed to assist members of the community	Sales and On-Air internship program	3	OM GM Office Manager