

K277BS, KCLD, KCML, KNSI-AM, KZPK
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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	1-6, 8, 10	3
Account Executive	2-10	4

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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	Broadcast 1 Source Website	N	1
2	Broadcast Employment Services PO BOX 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : amfmjobs.com Email : jobs@amfmjobs.com Mark Holloway	N	0
3	Internal Candidate	N	2
4	Internet Ad	N	2
5	Leigton Broadcasting 619 W. St. Germain St. Cloud, Minnesota 56301 Phone : 320-203-4852 Email : kcarton@leightonbroadcasting.com Fax : 1-320-251-8952 Kathy Leighton Carton	N	0
6	MBA 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
7	St. Cloud NAACP PO BOX 7042 St. Cloud, Minnesota 56302 Phone : 320-654-6222 Email : markochu9@aol.com Mark Ochu	N	0
8	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
9	Woman House PO BOX 367 St. Cloud, Minnesota 56301 Phone : 320-253-6900 Fax : 1-320-253-5563 Elaine -	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
10	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:			5

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of training programs for station personnel	Yearly sales training, in order to further education of sales and programming staff	15	Vp of Sales CEO Marketing Coordinator CFO
2	Ongoing Event	Establishment of a mentoring program	Sales internship program, in order to encourage further careers in broadcasting	3	Intern VP of Sales Marketing Coordinator