

KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-FM
EEO PUBLIC FILE REPORT
February 25, 2016 – November 30, 2016¹

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
Market Manager	1-6	6

¹ The stations in this employment unit were acquired by the current licensee on February 25, 2016 and, as a result, this Report is abbreviated accordingly. (See FCC File Nos. BTCH-20150811AEL, BTCH-20150811AER, and BTCH-20150811AET-U)

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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	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
2	Minnesota Broadcasters Association 3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416 Phone: 612-926-8123 www.minnesotabroadcasters.com Contact: Linda Lasere	No	0
3	Alpha Media Career Website www.alphamediausa.com/careers	No	2
4	Indeed Website www.indeed.com	No	0
5	Linked In Website www.linkedin.com	No	0
6	Word-of-Mouth Referral	No	8
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding equal employment opportunity and preventing discrimination	On April 14, 2016, our SEU's Business Manager took part in a training webinar presented by Alpha's FCC counsel, Wiley Rein LLP, regarding compliance with the FCC's EEO rules entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts & Bolts for Alpha Media."
2	Participate in Job Fair	On October 19, 2016, our SEU participated in the Minnesota State University-Mankato Career and Internship Expo which took place on the Mankato campus. SEU participants included our Program Director as well as our on-air and sales staff, who took turns occupying our booth to speak with attendees about career opportunities in radio as well as job openings and internships within the SEU.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 8, 2016, members of our KYSM-FM on-air staff participated in the South Central College-Mankato High School Career Day, during which they spoke with 11 th graders about how radio stations operate and the opportunities available for a future career in broadcasting.
4	Internship Program	During this reporting period, our SEU hosted a student intern from Minnesota State University-Mankato for her Spring semester. This intern was supervised by our Program Director and "job shadowed" our Program Director and, at times, Business Manager. Aside from obtaining a general overview of the workings of a radio station and its different departments, this student received instruction about the music and programming philosophy for our stations. She learned how to operate the audio boards, prepare for and implement radio shows, and produce commercial spots. She also assisted with the promotional aspects of live remote broadcasts.