

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM  
EEO PUBLIC FILE REPORT  
December 1, 2016 – November 30, 2017<sup>1</sup>**

**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>
NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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<sup>1</sup> This report was modified in April 2018 to address reporting issues.

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**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>
AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding equal employment opportunity and preventing discrimination	On August 24, 2017, our SEU’s Market and Business Managers took part in a training webinar presented by Alpha Media’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.”
<b>2</b>	Internship Program	During this reporting period, our SEU hosted a student intern from Southwest Minnesota State University majoring in communications. This intern was supervised by our Operations Manager and expressed a special interest in sports reporting. As a result, he spent most of his internship in our Programming department, observing and assisting our Sports and News Directors and learning board operations as well as how to cover sporting events.
<b>3</b>	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	Every other Thursday during this reporting period, Station KATE(AM), in conjunction with the Minnesota Workforce Development Center, broadcasts a 30-minute program to provide listeners with valuable information about local employment opportunities, as well local programs focused on career building. SEU participants included our News and Program Directors.
<b>4</b>	Participate in events or programs sponsored by educational institutions	On October 25, 2017, our SEU participated in a “Career Exploration” event with Riverland Community College, which was held on its Austin, Minnesota campus. Our SEU participated as a local employer. SEU participants included our Market Manager and Program Director who spoke with those in attendance about career opportunities in radio as well as job openings and internships within the SEU. This event was promoted on all SEU stations.