

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
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
Sports Director	2,4,5,6,7	5

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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	Minnesota Workforce Center 1649 West Main Albert Lea, Minnesota 56007 Phone: 507-369-1472 Fax #: 1-507-379-3413 Contact: Valarie Kvale Contact Email: vkvale@wfdi.ws	No	0
2	Minnesota Broadcasters Association 3033 Excelsior Boulevard, Suite 440 Minneapolis, Minnesota 55416 Phone: 612-926-8123 Fax #: 1-612-926-9761 Contact: Linda Lasere Contact Email: llasere@minnesotabroadcasters.com	No	1
3	On-Air Announcements (<i>one or more SEU stations</i>) and/or KATE’s “Conversations with Val and the MN Workforce Center”	No	0
4	Alpha Media Careers Website www.alphamediausa.com/careers	No	2
5	Word-of-Mouth Referral	No	1
6	STAA (Sports Talent Agency of America) PO Box1024 Del Mar, CA 92014 http://staatalent.com/	No	2
7	Indeed Website www.indeed.com	No	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	Monthly during this reporting period, Station KATE(AM), in conjunction with the Minnesota Workforce Center, broadcasts a live interview providing listeners with valuable information about local employment opportunities, including job openings within the SEU, as well local programs focused on career building. SEU participants include our News and Program Directors.
2	Host event/program sponsored by or behalf of a educational organization regarding careers in broadcasting	July 27,2021 Alpha Operations Manager conducted an interview with the president of North Iowa Area Community College regarding opportunities at the college for broadcasting and journalism careers
3	Establishment of training programs for Station personnel	In the calendar year 2021 once per week we provided an on-going training program entitled The Digital Café designed to improve their sales and on-air skillsets. This program gave individuals the training necessary for future advancement.
4	Host event/program sponsored by or behalf of a educational organization regarding careers in broadcasting	On April 19 th Our Market Manager hosted a group from Austin High School for a tour of our facilities with a presentation on careers in broadcasting
5	Management-level training regarding equal opportunity and preventing discrimination	In October 2021, our Market Manager and Business Managers participated in ThinkHR training programs provided by Alpha Media The Program entitled “Harassment and Diversity training

