

KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM
EEO PUBLIC FILE REPORT
December 1, 2023-November 30, 2024

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
No FT positions were filled during this reporting year.		

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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: ykvale@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	0
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	0
5	Word-of-Mouth Referral	No	0
6	STAA (Sports Talent Agency of America) PO Box1024 Del Mar, CA 92014 http://staatalent.com/	No	0
7	Indeed Website www.indeed.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Training Program for Station Employees	In December 2023, All FTE participated in SAP Litmos training programs that were provided by Alpha Media. The professional development programs covered subjects relating to HR and Safety in the workplace.
2	Training Program for Station Employees	In December 2023, our SEU offered four HR training programs for management employees on skills needed to advance their career and cultivate effective management.
3	Training Program for Station Employees	On a monthly basis in 2024, our SEU offered a training program titled “DAARE” to strengthen employees’ sales and on-air skillsets. This program gave individuals the training necessary for future advancement.
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On April 24, 2024, the Alpha Media Program Director held a class at Minnesota State University titled “Writing and Speaking for Broadcast” for students interested in broadcasting careers.
5	Management-level training ensuring equal employment opportunity and preventing discrimination	On November 18, 2024, our SEU’s Regional Vice President and Regional Business Manager participated in a PERFORM course titled “Understanding Diversity and Inclusion.”