KQAD(AM) & KLQL(FM)
EEO PUBLIC FILE REPORT
December 1, 2024-November 30, 2025

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
Interactive Media Sales	4,5,7	4

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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 Broadcasters Association** 3033 Excelsior Boulevard, Suite 440 Minneapolis, Minnesota 55416 Phone: 612-926-8123 Fax #: 1-612-926-9761 Contact: Linda Lasere	No	0
2	**South Dakota State University** Yeager Hall 211 Box 2235 Brookings, SD 57007 Contact; Lyle D. Olson,EdD. Director School of Communication and Journalism Ph; 605-688-4171	No	0
3	**On-Air Announcements** *(one or more SEU stations)*	No	0
4	**Alpha Media Careers Website** www.alphamediausa.com/careers	No	2
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	**Southwest Minnesota State** Contact: Mark Fkken, Associate Professor of Communication Ph: (507)537-7370 Emial: mark.fokken@smsu.edu	No	
7	**Indeed Website** www.indeed.com	No	1
		TOTAL INTERVIEWEES OVER REPORTING PERIOD	3

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training ensuring equal employment opportunity and preventing discrimination	In August 2025 Regional Business Manager participated in a PERFORM Course Equal Opportunity Commission EEOC
2	Management-level training ensuring equal employment opportunity and preventing discrimination	November 2025 Regional business manager participated in a PERFORM course entitled Sexual Harrasment prevention for Managers
3	Establishment of training programs for Station personnel	In the calendar year 2025 once per month we provided an on-going training program entitled DAARE 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	February 18th, 20th Station Manager Participated in HighSchool Career exploration program for Juniors and Seniors interested in careers in broadcasting
5	Establishment of training programs for Station personnel	In November 2025, All FTE participated in PERFORM training programs that were provided by Alpha Media The professional development programs covered subjects relating to HR and Safety in the workplace
6	Management-level training to further professional developement	In August 2025 Regional Business Manager participated in a PERFORM Course entitled Neurodiverse Hiring