

**KQAD(AM) & KLQL(FM)
EEO PUBLIC FILE REPORT
December 1, 2022-November 30, 2023**

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
On Air Personality	1-9	4

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS #	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	1
2	Minnesota Broadcasters Association 3033 Excelsior Blvd suite 440 Minneapolis, MN 55416 Ph: 612-926-8123 www.minnesotabroadcasters.com Contact: Maria Vorhis Email: maria.vorhis@minnesotabroadcasters.com	No	0
3	Alpha Media Careers www.alphamediausa.com/careers	no	5
4	Word-of-Mouth Referral	no	1
5	Indeed.com www.indeed.com	no	3
6	Internal Candidate/Posting	No	3
7	University of South Dakota Contact: Mandy Hanson Ph: (605) 658-6529 Email: Mandy.J.Hanson@usd.edu	No	0
8	South Dakota State University Yeager Hall 211, Box 2235 Brookings, SD 57007 Contact: Lyle D. Olson, Ed.D., Director and Prof. School of Communication and Journalism Phone: 605-688-4171	No	0
9	Southwest Minnesota State Contact: Mark Fokken, Associate Prof. of Communication Studies Ph: (507) 537-7370 Email: mark.fokken@smsu.edu	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD⁶			14

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job fair	On January 28, 2023, our SEU participated in the Lyon County Economic Development Careers Fair. Station participants included our Market Manager, who discussed careers in broadcasting with interested attendees.
2	ThinkHR Training	November 2023 - All full time staff participated Sexual Harassment, Active Shooter, Workplace Violence Training, Market Manager also took Management Training
3	Career Day	<p>April 14, 2023, Participate in Events or Programs Sponsored by Education Institutions.</p> <p>Market Manager Participated in an 8th Grade Career Day at Northwest Iowa Community College to expose 8th Graders to career paths and opportunities in our area</p>
4	Career Day	<p>December 7 & 8, 2022, Participate in Events or Programs Sponsored by Education Institutions.</p> <p>Market Manager discussed careers in broadcasting, as well as college education paths with Juniors and Seniors</p>
5	Career Day	<p>April 4 & 5, 2023, Participate in Events or Programs Sponsored by Education Institutions.</p> <p>Our Market Manager Presented and discussed career paths and options in broadcasting to Freshman and Sophomores</p>