

**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, 3-6	3

This report was revised in December 2023 to address reporting issues.

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

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	0
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	1
4	Word-of-Mouth Referral	No	0
5	Indeed.com www.indeed.com	No	2
6	Internal Candidate/Posting	No	0
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	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD⁶			3

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

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	Management Training	On November 9, 2023 our Market Manager participated Sexual Harassment Prevention and Workplace Violence and Bullying Prevention Training.
3	Career Day	April 14, 2023, Participate in Events or Programs Sponsored by Education Institutions. 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
4	Career Day	December 7 & 8, 2022, Participate in Events or Programs Sponsored by Education Institutions. Market Manager discussed careers in broadcasting, as well as college education paths with Juniors and Seniors
5	Career Day	April 4 & 5, 2023, Participate in Events or Programs Sponsored by Education Institutions. Our Market Manager Presented and discussed career paths and options in broadcasting to Freshman and Sophomores