

**KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-FM
EEO PUBLIC FILE REPORT
December 1, 2021-November 30, 2022**

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
Full Time Content Director 1	1,3,5,6,7,8	7
Full Time Content Director 2	1,3,5,6	5
Market Manager	1,2,3,4 6,9,10,11	4

**Exigent Circumstances*

KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-FM
EEO PUBLIC FILE REPORT
December 1, 2021-November 30, 2022
II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS No.	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: Linda Lasere	No	0
3	Alpha Media Careers www.alphamediausa.com/careers	No	4
4	LinkedIn.com	No	1
5	Word-of-Mouth Referral	No	3
6	Indeed.com <i>(automated posting from Alpha Media careers website)</i> www.indeed.com	No	2
7	Internal Transfer/Promotion	No	1
8	Walk In Self Referral	No	1
9	Iowa Broadcasters Association 102 N. 2nd Avenue E PMB 1009 Newton, IA 50208 515-224-7237 Email: info@iowabroadcasters.com	No	0
10	Kansas Association of Broadcasters 214 SW 6th Avenue #300 Topeka, KS 66603 Phone : 785-235-1307 Email : info@kab.net	No	0
11	Missouri Broadcasters Association 1025 Northwest Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Terry Harper	No	0
			13

KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-FM
EEO PUBLIC FILE REPORT
December 1, 2021-November 30, 2022

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Events or Programs Sponsored by Education Institutions	On February 18, 2022 Our Account Executive was a guest speaker at South Central College, meeting with different high school groups from 9 am-2pm in which she spoke and answered questions regarding Sales & Marketing
2	Participate in Events or Programs Sponsored by Education Institutions	On March 22, 2022 and April 20, 2022 The Operations Manager and Market Manager gave a tour to a MRCI special needs high school students
3	Participate in Events or Programs Sponsored by Education Institutions	On-Air host met with the Minnesota State University - Mankato Mass Communications class on April 20, 2022 to speak with them on writing and speaking in Broadcasting
4	Participate in Events or Programs Sponsored by Education Institutions	On-Air host met with the Mass 434 Writing and Techniques class at Mankato State University on November 2 nd 2022 to work with the on writings and techniques in Broadcasting
5	EEO Management Training	On November 21, 2022 The Regional BM attended the MBA P1 Anti-Racism for Leaders 6 part training.
6	EEO Training	On April 26, 2022 New On-Air employee attended ThinkHR training for “Harassment Prevention for US Employees”, Preventing Bullying and Violence and Active Shooter Training.
7	Management Training	On November 21, 2022 The Regional BM attended ThinkHR training for Establishing Team Goals and Responsibilities and Using Feedback Effectively
8	Internship program	From May 16, 2022 to August 19, 2022 We had a college Intern from Southwest Minnesota State University joined us as a Communication Studies intern.