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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
NONE		

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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** *(one or more SEU stations)*	No	0
2	**Minnesota Broadcasters Association** 3033 Excelsior Blvd suite 440 Minneapolis, MN 55416 www.minnesotabroadcasters.com	No	0
3	**Alpha Media Careers** www.alphamediausa.com/careers	No	0
4	**LinkedIn.com** www.linkedin.com	No	0
5	**Word-of-Mouth Referral**	No	0
6	**Indeed.com** *(automated posting from Alpha Media careers website)* www.indeed.com	No	0
7	**Internal Transfer/Promotion**	No	0
8	**Walk In**	No	0
9	**Iowa Broadcasters Association** 102 North 2nd Avenue E PMB 1009 Newton, IA 50208 www.iowabroadcasters.com	No	0
10	**Kansas Association of Broadcasters** 214 SW 6th Avenue #300 Topeka, KS 66603 www.kab.net	No	0
11	**Missouri Broadcasters Association** 1025 Northeast Drive Jefferson City, MO 65109 www.missouribroadcasters.org	No	0
12	**Glass Door** www.glassdoor.com	No	0
13	**Zip Recruiter** www.ziprecruiter.com	No	0
14	**Nebraska Broadcasters Association** 11414 West Center Road Omaha, NE 68144 www.ne-ba.org	No	0
15	**Handshake** www.handshake.com	No	0

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16	**SEU Websites** www.mymix991.com www.mankatosrock.com www.river105.com www.1035kysm.com	No	0
17	**Facebook-Local** Country 103.5 Rock 95 River 105 Mix 99.1	No	0
18	**Facebook-Corporate** Alpha Media USA	No	0
			0

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II. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training to further professional development	In August 2025 Regional Business Manager participated in a PERFORM Course entitled Neurodiverse Hiring
2	Establishment of training programs for Station personnel	In the calendar year 2025once 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.
3	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
4	Management-level training ensuring equal employment opportunity and preventing discrimination	November 2025 Regional business manager participated in a PERFORM course entitled Sexual Harassment prevention for Managers
5	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	April 2025 Alpha Media Content Director organized and facilitated the Alternative class for handicapped students at Mankato High School
6	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