

**KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-FM
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021**

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
Market Manager	1,2,3,5,6,7,8	7
Account Executive	1,3,6,7	6
Engineer	3,6,7	6

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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 <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	
3	Alpha Media Careers www.alphamediausa.com/careers	No	2
4	Internal Referral	No	
5	All Access www.allaccess.com	No	2
6	Word-of-Mouth Referral	No	2
7	Indeed.com <i>(automated posting from Alpha Media careers website)</i> www.indeed.com	No	2
8	Internal Transfer/Promotion	No	1
9	Walk In Self Referral	No	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On October 6, 2021, an AE was a guest speaker at Mankato West High School to discuss Sales & Marketing careers in broadcasting.
2	EEO Training	Our Manager attended the ThinkHR training “A Managers Guide to Diversity, Inclusion and Accommodation” on November 24, 2021.
3	EEO Training	Our Manager attended the ThinkHR training “Harassment Prevention for US Managers” on November 23, 2021.
4	EEO Training	Our Manager and other employees attended the ThinkHR training on “Preventing Bullying & Violence” in the workplace on November 24, 2021.
5	EEO Training	Various employees attended ThinkHR training for “Harassment Prevention for US Employees” between Oct. 19 – November 12, 2021.