

**KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Market Manager	2, 3, 4, 5, 6, 9, 10, 11, 13	3
Regional Business Manager	3, 6, 7, 13, 18	3
Integrated Marketing Consultant	1, 3, 4, 5, 6, 15, 17	5

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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	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	No	0
2	<b>Minnesota Broadcasters Association</b> 3033 Excelsior Blvd suite 440 Minneapolis, MN 55416 <a href="http://www.minnesotabroadcasters.com">www.minnesotabroadcasters.com</a>	No	0
3	<b>Alpha Media Careers</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	4
4	<b>LinkedIn.com</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	1
5	<b>Word-of-Mouth Referral</b>	No	1
6	<b>Indeed.com</b> <i>(automated posting from Alpha Media careers website)</i> <a href="http://www.indeed.com">www.indeed.com</a>	No	1
7	<b>Internal Transfer/Promotion</b>	No	2
8	<b>Walk In</b>	No	0
9	<b>Iowa Broadcasters Association</b> 102 North 2 <sup>nd</sup> Avenue E PMB 1009 Newton, IA 50208 <a href="http://www.iowabroadcasters.com">www.iowabroadcasters.com</a>	No	0
10	<b>Kansas Association of Broadcasters</b> 214 SW 6th Avenue #300 Topeka, KS 66603 <a href="http://www.kab.net">www.kab.net</a>	No	0
11	<b>Missouri Broadcasters Association</b> 1025 Northeast Drive Jefferson City, MO 65109 <a href="http://www.missouribroadcasters.org">www.missouribroadcasters.org</a>	No	0
12	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
13	<b>Zip Recruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
14	<b>Nebraska Broadcasters Association</b> 11414 West Center Road Omaha, NE 68144 <a href="http://www.ne-ba.org">www.ne-ba.org</a>	No	0
15	<b>Handshake</b> <a href="http://www.handshake.com">www.handshake.com</a>	No	0

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16	<b>SEU Websites</b> <a href="http://www.mymix991.com">www.mymix991.com</a> <a href="http://www.mankatosrock.com">www.mankatosrock.com</a> <a href="http://www.river105.com">www.river105.com</a> <a href="http://www.1035kysm.com">www.1035kysm.com</a>	No	0
17	<b>Facebook-Local</b> Country 103.5 Rock 95 River 105 Mix 99.1	No	0
18	<b>Facebook-Corporate</b> Alpha Media USA	No	0
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**II. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training ensuring equal employment opportunity and preventing discrimination	ThinkHR Sexual Harassment Prevention 3.0 online training provided by Alpha Media. SEU's Regional Business Manager completed October 23, 2023. Market Manager completed February 10, 2023
<b>2</b>	Management-level training ensuring equal employment opportunity and preventing discrimination	ThinkHR Workplace Violence and Bullying Prevention 2.0 online training provided by Alpha Media. SEU's Regional Business Manager completed October 16, 2023. Market Manager completed February 10, 2023.
<b>3</b>	Management-level training ensuring equal employment opportunity and preventing discrimination	ThinkHR Sexual Harassment Prevention for Managers online training provided by Alpha Media. SEU's Regional Business Manager completed October 16, 2023. Market Manager completed February 10, 2023
<b>4</b>	Management-level training ensuring equal employment opportunity and preventing discrimination	On September 15, 2023 SEU's Market Manager and Regional Business Manager participated in a webinar conducted by Wiley Rein focused on the FCC's Equal Employment Opportunity Rules. This webinar was designed to enhance Alpha Media LLC EEO Recruitment, Recordkeeping and Reporting processes.