

KEEZ-FM, KMKO-FM, KRBI-FM, KYSM-FM
EEO PUBLIC FILE REPORT
December 1, 2023-November 30, 2024

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
Integrated Marketing Consultant	1,3,5,6,	6
Integrated Marketing Consultant	1,3,5,6,	5
Integrated Marketing Consultant	1,3,5,6,	3

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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	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	1
4	LinkedIn.com www.linkedin.com	No	0
5	Word-of-Mouth Referral	No	1
6	Indeed.com <i>(automated posting from Alpha Media careers website)</i> www.indeed.com	No	1
7	Internal Transfer/Promotion	No	0
8	Walk In	No	0
9	Iowa Broadcasters Association 102 North 2 nd 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
			3

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II. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Training Program for Station Employees that Teaches Skills Needed for Promotion to a Higher Level Position	In April 2024, All FTE participated in SAP Litmos training programs that were provided by Alpha Media. The professional development programs covered subjects relating to HR and Safety in the workplace.
2	Training Program for Station Employees that Teaches Skills Needed for Promotion to a Higher Level Position	On a monthly basis in 2024, our SEU offered a training program titled “DAARE” to strengthen employees’ sales and on-air skillsets. This program gave individuals the training necessary for future advancement.
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On April 24, 2024, the Alpha Media Program Director held a class at Minnesota State University titled “Writing and Speaking for Broadcast” For students interested in broadcasting careers.
4	Management-level training ensuring equal employment opportunity and preventing discrimination	On November 18,2024, our SEU’s Regional Vice President and Regional Business Manager participated in a PERFORM course titled “Understanding Diversity and Inclusion.”