

**KLGR-AM & KLGR-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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1,2,3,4	4
Receptionist	1,2,3,4	4

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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	
2	<b>Alpha Media Careers</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	1
3	<b>Word-of-Mouth Referral</b>	No	1
4	<b>Indeed.com</b> <i>(automated posting from Alpha Media careers website)</i> <a href="http://www.indeed.com">www.indeed.com</a>	No	3
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Interactive Career Day	On May 18,2022 Our Content Director attended the Redwood Falls High School interactive career day. He went through classrooms explaining working in radio and answering student questions.
2	Training	Account Executive completed multiple P1 sales courses
3	Management Training	On September 7, 2022 Redwood Falls General Manager and her Account Executive team did the HubSpot CRM training
4	EEO Training	On May 4, 2022 The new Account Executive attended ThinkHR training for “Harassment Prevention for US Employees”, Preventing Bullying and Violence and Active Shooter Training.
5	EEO Training	On February 17, 2022 Receptionist attended ThinkHR training for “Harassment Prevention for US Employees”, Preventing Bullying and Violence and Active Shooter Training.
6	EEO Management Training	On November 21, 2022, the Regional BM did the MBA P1 Anti-Racism for Leaders 6 part training.
7	EEO Management Training	On November 21, 2022, the Regional BM attended ThinkHR training for Establishing Team Goals and Responsibilities and Using Feedback Effectively