

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

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Co-hosted job fair	On October 26, 2021, our Market Manager, an AE and our Operations manager partnered with the Chamber to host a job fair.
2	EEO Training	Our Manager attended the ThinkHR training “A Managers Guide to Diversity, Inclusion and Accommodation” on November 19, 2021.
3	EEO Training	Our Manager attended the ThinkHR training “Harassment Prevention for US Managers” on November 19, 2021.
4	EEO Training	Our Manager and employees attended the ThinkHR training on “Preventing Bullying & Violence” on November 24, 2021.
5	EEO Training	Various employees attended ThinkHR training for “Harassment Prevention for US Employees” between Oct. 19 – November 12, 2021.