

**KLGR (AM) & KLGR-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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
No full time positions were filled during this reporting period.		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

	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>KLGR-AM and KLGR-FM</b> <a href="http://www.myklgr.com">www.myklgr.com</a>	No	
3	<b>Facebook</b> <b>KLGR 1490 &amp; 95.9 &amp; myklgr.com</b>	No	
4	<b>Alpha Media Careers</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	
5	<b>Word-of-Mouth Referral</b>	No	
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	
7	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	
8	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	
9	<b>Zip Recruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	
10	<b>Minnesota Broadcasters Association</b> 3033 Excelsior Boulevard/Suite 440 Minneapolis, MN 55416 <a href="http://www.minnesotabroadcasters.com">www.minnesotabroadcasters.com</a>	No	
11	<b>Walk In</b>	No	
12	<b>Iowa Broadcasters Association</b> 102 North 2 <sup>nd</sup> Avenue Newton, IA 50208 <a href="http://www.iowabroadcasters.com">www.iowabroadcasters.com</a>	No	
13	<b>Kansas Association of Broadcasters</b> 214 SW 6 <sup>th</sup> Avenue/Suite 300 Topeka, KS 66603 <a href="http://www.kab.net">www.kab.net</a>	No	

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14	<b>Missouri Association of Broadcasters</b> 1025 Northeast Drive Jefferson City, MO 65109 <a href="http://www.missouribroadcasters.org">www.missouribroadcasters.org</a>	No	
15	<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	
	<b>TOTAL INTERVIEWS</b>		0

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**III. RECRUITMENT INITIATIVES**

<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b> Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On March 8, 2024, our SEU’s Content Director attended the Wabasso High School Interactive Career Day. Our Content Director participated in Q&A sessions explaining positions available in the broadcast industry.
<b>2</b> Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On May 15, 2024, our SEU’s Market Manager and Content Director hosted a student at KLGR for an intern day. Our Market Manager and Content Director spoke with the student about careers in broadcasting and marketing.
<b>3</b> Management-level training ensuring equal employment opportunity and preventing discrimination	On November 13, 2024, our SEU’s Market Manager participated in the Vector Solutions training titled “Everything is on Record.” This webinar focused on management strategy for the varying generations of today’s workforce.
<b>4</b> Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On November 15, 2024, our SEU’s Market Manager and Account Executive (AE) attended the Redwood Falls High School Interactive Career Day. Our Market Manager and AE participated in two Q&A sessions explaining positions available in the broadcast industry.