

KQAD(AM) & KLQL-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
On Air Personality	1,3-9	6
Business Manager	1,3-9	5

**KQAD(AM) & KLQL-FM
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS #	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	1
2	Minnesota Broadcasters Association 3033 Excelsior Blvd suite 440 Minneapolis, MN 55416 Ph: 612-926-8123 www.minnesotabroadcasters.com Contact: Maria Vorhis Email: maria.vorhis@minnesotabroadcasters.com	No	0
3	Alpha Media Careers www.alphamediausa.com/careers	No	1
4	Word-of-Mouth Referral	No	2
5	Indeed.com www.indeed.com	No	4
6	Internal Candidate/Posting	No	1
7	University of South Dakota Contact: Mandy Hanson Ph: (605) 658-6529 Email: Mandy.J.Hanson@usd.edu	No	1
8	South Dakota State University Yeager Hall 211, Box 2235 Brookings, SD 57007 Contact: Lyle D. Olson, Ed.D., Director and Prof. School of Communication and Journalism Phone: 605-688-4171	No	0
9	Southwest Minnesota State Contact: Mark Fokken, Associate Prof. of Communication Studies Ph: (507) 537-7370 Email: mark.fokken@smsu.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

KQAD(AM) & KLQL-FM
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in job fair	In April, 2021, our SEU participated in the Northwest Iowa Community College Career Day. Station participants included our Market Manager, who discussed careers in broadcasting with interested attendees.
2	EEO Training	Our Business Manager for Luverne attended ThinkHR training for “Harassment Prevention for US Employees” on November 9, 2021
3	EEO Training	Our Business Manager for Luverne attended the ThinkHR training on “Preventing Bullying & Violence” in the workplace on November 24, 2021.