

**K226CA, KBOT, KDLM, KRCQ**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**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>
Operations Manager	1-2, 4-6	2
News Director	2-6	3

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Broadcast 1 Source Website	N	1
2	Current Employee	N	2
3	Internet Ad	N	1
4	MINNESOTA BROADCASTERS 3033 EXCELSIOR BLVD MINNEAPOLIS, Minnesota 55416-4675 Phone : 612-926-8123 Url : www.minnesotabroadcasters.com Email : meischen@minnesotabroadcasters.com Fax : 1-612-926-9761 Megan Eischen	N	0
5	MN Work Center 801 Roosevelt Avenue PO Box 1108 Detroit Lakes, Minnesota 56501 Phone : 218-846-7377 Email : knowell@wfc.des.state.mn.us Fax : 1-218-846-0773 Kelley Nowell	Y	0
6	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/6/2023	Participation in other activities designed by the station employment unit	Hosted community open house, showcasing new station location, bringing the community into the stations, showing what a career in broadcasting looks like as well as current openings in the company	8	General Manager OM
2	9/25/2023	Establishment of training programs for station personnel	Annual sales and programming training	12	General Manager OM