

WBHR, WHMH-FM, WMIN, WVAL, WXYG
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WBHR, WHMH-FM, WMIN, WVAL, WXYG**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	This mentored individual assisted in maintaining the radio stations numerous transmission concerns. From equipment modernizing to keep pace with FCC regulation requirements to daily compliance matters. This person installed new ATU components, updated TUNWALL switching boxes, wiring and transmission lines for a construction permit/power increased on WMIN-AM. Also, signal strength measurements were performed at the designated geo-points for the WMIN license application. Further, T. J. was instructed and assisted on the new satellite antenna install, replacement microwave STL's and FM translator upgrades.	1	Apprentice-Transmission Contract Engineer Eng / GM Contract Engineer
2	Ongoing Event	Establishment of training programs for station personnel	To train and advance the individual's ability to continue in special programming for 106.5 The Point. The goal is to help the participant gain knowledge to facilitate Nerd News Network programming as well as assist production thereof. The objective is for the participant to fully complete the necessary skills for client ad and programming production.	2	Apprentice Pro/Programming
3	Ongoing Event	Sponsorship of events in the community designed to increase public awareness	Special program "Goat Guest DJ Show" host and coordinator organized a gathering and event at a local venue in Sauk Rapids for a live 10-hour marathon broadcast. The event's purpose was to gather 50 past Goat Guest DJ's for our first annual reunion celebration of the program. (The program originated in the spring of 2019) We also invited the public to attend and watch the remote broadcast. WXYG sponsored and hosted this local event in conjunction with our listener appreciation party.	15	OnAir/Prod/Programm ing OnAir/Prod/Programm ing

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4	Ongoing Event	Provision of training to management	This person's responsibilities and skill set has been expanded to now include an on-air presence on several stations, plus voice work, and production duties for all the company stations. This person has computer programming skills, providing data entry and tech support for our stations. Training in promotions has been added. This person came to TCB through an outreach program we provided.	1	Onair/Prod/Programming
5	Ongoing Event	Establishment of a mentoring program	Tri-County Broadcasting desired to establish relationships with groups in the community that might otherwise be overlooked, that being teen aged individuals. We are instructing a teen aged person on basic broadcast radio functions including production, microphone use and script writing with the end game of working independently. This person voices a weekly segment for one of the stations in the group. Our goal is to shine a light on careers in radio broadcasting.	1	Apprentice
6	Ongoing Event	Establishment of a mentoring program	Continuing instruction on the use of the stations automation, music scheduling, production software and AXIA (AoIP) studio functions. The individual is responsible for real-time recording/writing of music into the audio software, condition the sound file to company standards of sound quality and loudness for placement in the automation on-air software. Attention to detail throughout this process is an absolute and this is a skill that transcends across broadcast radio.	1	Apprentice

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7	Ongoing Event	Establishment of training programs for station personnel	Daily training as required due to the continual replacement of the TCB audio backbone, this protocol, Audio over IP (AoIP) is company wide. On going training for AXIA-Telos system is achieved through video instruction, software & hardware support and crowd sourcing. This training included older individuals that let there technology skills lapse. These are skills that transcend the broadcast industry.	15	Engineering / GM IT / Engineering