

ANNUAL EEO PUBLIC FILE REPORT

**D & K Distributors, Inc. dba
Prairie Broadcasting**

Covering the period December 1, 2018 – November 30, 2019

Stations comprising employment unit:

KEYL AM, KXDL FM

The purpose of this EEO Public File Report is to comply with section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): KEYL Long Prairie, MN and KXDL Browerville, MN and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified) identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

Appendices 1, 2 and 3, which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 1 under the column entitled "Resources Used" refer to the Recruitment Source Information listed on Appendix 2.

For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

Appendix 1

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Vacancy Information**

**1 FT vacancy occurred on 10/1/2018
Recruitment sources utilized were as follows:**

**KEYL/KXDL on air announcements
Posting on website www.keylkxd.com
Posting on Minnesota Broadcasters Association website
Posting on MinnesotaWorks.net website
Posting an ad for 3 weeks in the local shopper,
Long Prairie Leader B**

3 individuals were interviewed...1 female applicant in person who saw our ad on the Minnesota Broadcasters website, 1 male applicant by phone, who heard our ad over the radio station. 1 male applicant has been interviewed in person who also heard our ad over the radio station

A male applicant was hired on January 28, 2019. Applicant heard the employment ad on our radio stations

Appendix 2

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities undertaken by KEYL AM and KXDL FM

KEYL AM and KXDL FM participates in activities that supplement Non-Vacancy specific recruitment activities including:

- 1. KEYL AM and KXDL FM uses media to enhance recruitment via our stations' website and radio spots that air on KEYL AM and KXDL FM. A copy of affidavits of the aforementioned radio spots are on file with this document in the stations' public file.**
- 2. KEYL AM and KXDL FM continues to offer informational and instructional tours to area civic groups, scouts, public school students, families and other guests. The tours are open to discussions about broadcasting by the participants and gives participants an opportunity to learn about the internal workings of a broadcast facility and the people who run it.**

EEO REPORT INFORMATION DECEMBER 1, 2018 – NOVEMBER 30, 2019

OUTREACH ACTIVITIES

NOVEMBER 6, 2019 - KEYL/KXDL GENERAL MANAGER ATTENDED CAREER FAIR AT LONG PRAIRIE/GREY EAGLE HIGH SCHOOL....MET WITH SEVERAL STUDENTS FROM AREA SCHOOLS, AS WELL AS MEMBERS OF THE COMMUNITY INTERESTED IN BROADCASTING AND EXPLAINED THE DIFFERENT CAREERS IN BROADCASTING.

KEYL/KXDL CONTINUALLY INVITES THE PUBLIC AND/OR GROUPS TO TOUR KEYL/KXDL RADIO STATIONS AND LEARN MORE ABOUT HOW THE RADIO STATION WORKS.

CAREER RECRUITMENT SOURCES

Alexandria Technical and Community College - 1601 Jefferson St, Alexandria, MN 56308 · (320) 762-0221 www.alextech.edu

University of Minnesota system – registered with goldpass.umn.edu

Minnesota Works.net – 303 22nd Ave West, Suite 107, Alexandria MN 320-762-7800 Attn: Ladeen Schillinger, Veterans Employment Representative

Minnesota Broadcasters Association – 401 N 3rd Street Suite 370, Minneapolis, MN 55401 612-926-8123 Attn: Maria Vorhis

Northland Community College, Thief River Falls – career.center@northlandtech.edu 218-683-8555

Bemidji State University Career Services – 1500 Birchmont Dr NE Box 18, Bemidji, MN 56601 218-755-2038 Attn: Nancy Haugen email address: career@bemidjistate.edu

Long Prairie Leader 21 3rd Street S, Long Prairie, Minnesota 320-732-2151 Jason Brown (newspaper)

KEYLKXDL.com website

KEYL/KXDL on air announcements