

ANNUAL EEO PUBLIC FILE REPORT

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

Covering the period December 1, 2019 – November 30, 2020

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. It should be noted however, that no fulltime hirings occurred during the period.

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**

No fulltime hirings during this period

Appendix 2

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Recruitment Source Information

1. Alexandria Technical and Community College - 1601 Jefferson St, Alexandria, MN 56308 · (320) 762-0221 www.alextech.edu
2. University of Minnesota system – registered with goldpass.umn.edu
3. Minnesota Works.net – 303 22nd Ave West, Suite 107, Alexandria MN 320-762-7800 Attn: Ladeen Schillinger, Veterans Employment Representative
4. Minnesota Broadcasters Association – 401 N 3rd Street Suite 370, Minneapolis, MN 55401 612-926-8123 Attn: Tim Hyde
5. Northland Community College, Thief River Falls – career.center@northlandtech.edu 218-683-8555
6. 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
7. Long Prairie Leader 21 3rd Street S, Long Prairie, Minnesota 320-732-2151 Jason Brown (newspaper)
8. Alexandria Echo Press 225 7th Avenue East, Alexandria, MN 56308 320-763-5292 (newspaper)
9. KEYLKXDL.com website
10. KEYL/KXDL on air announcements

Appendix 3

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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. This is an on-going program the last 12 months.**
- 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. However, during the Covid-19 pandemic, most of the supplemental recruitment activities in which KEYL and KXDL would typically participate (Station tours, internships, job fairs and the like) generally involve or require close human contact. These activities have been cancelled or postponed due to stay at home orders, mandatory social distancing and related pandemic safety precautions. It is unknown how long these precautions will extend.**
- 3. KEYL AM and KXDL FM General Manager studied the FCC EEO FAQ to help ensure compliance.**
- 4. A sales training webinar from the Radio Advertising Bureau was attended by two employees of KEYL AM and KXDL FM via Zoom meeting on September 22, 2020. The training lasted 7 hours.**

*****Appendix 3 continued on next page**

- 5. KEYL AM and KXDL FM General Manager attended the two day annual meeting/webinar from the Minnesota Broadcasters Association on November 10 – 11, 2020. 1 other employee also attended the sales training webinar on November 11, 2020. Training for the 2 day webinar included: Engineering during a pandemic; A human resources panel discussing diversity, equity and inclusion in the workplace; A review of the political landscape as it relates to media law, as well as a digital landscape discussion of social media, podcasting and offering best practices for digital in a post-pandemic world.**