

## Annual EEO Public File Report Form

KUSQ FM / KITN FM / KWOA AM  
WORTHINGTON MN

### Annual EEO Public File Report

The purpose of this EEO Public File Report ("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): KWOA AM, KITN FM, and KUSQ FM Worthington MINNESOTA, KZTP FM, Sibley IOWA and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1, 2015 to and including November 30, 2016.

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 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of full-time job positions listed on Appendix 1.

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.

**KUSQ FM / KITN FM / KWOA AM / KZTP-FM  
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**[ 12/1/2015-11/30/2016 ]**

*(Note: Period determined by FCC license renewal filing date and not on calendar basis)*

**I. VACANCY LIST**

See 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>
2 - Marketing Specialists-Sales	1,2,3,4,5,6,7,8,9,10,11,12,13	11,12

<b>Job Title</b>	<b>Date of Hire</b>
Marketing Specialist-Sales	12/21/16
Marketing Specialist-Sales	1/11/16

**KUSQ-FM / KITN-FM / KWOA-AM / KZTP-FM**  
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[ 12/1/15 – 11/30/16 ]

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12/1/15 – 11/30/16 period
1	On-air Broadcast Schedules on KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM 28779 County Highway 35 Worthington, MN 56187 (507) 376-6165	N	
2	Station web site, <a href="http://www.myradioworks.net">www.myradioworks.net</a> , <a href="http://www.us95.us">www.us95.us</a> , <a href="http://www.rockitfm.com">www.rockitfm.com</a> , <a href="http://www.kwoa.com">www.kwoa.com</a> , <a href="http://www.fm1043theparty.com">www.fm1043theparty.com</a>	N	
3	Brown College 1440 Northland Drive Mendota Heights, MN 55120 (651) 905-3400	N	
4	Iowa Lakes Community College 300 S. 18th Street Estherville, IA (712) 362-2604 Bob Pritchard <a href="mailto:rpritchard@iowalakes.edu">rpritchard@iowalakes.edu</a>	N	
5	MN Job Service Mary Mathia / Ron Kellen PO Box 159 Worthington, MN 56187 (507) 376-3116	N	
6	MN West College Career Board 1450 Collegeway Worthington, MN 56187 (507) 372-3400	N	
7	Southwest MN State University Career Services 1501 State Street Marshall, MN 56258 (507) 376-3300 <a href="http://www.mustangjobs.com">www.mustangjobs.com</a>	N	
8	Nobles Co. Integration Collaborative Leann Enninga 117 11th Avenue, Suite 1 Worthington, MN 56187 (507) 376-3300	N	
9	All Access Radio Magazine <a href="http://www.allaccess.com">www.allaccess.com</a>	N	
10	Northwest Iowa Community College Job Board 603 West Park Street Sheldon, IA 51201 (712) 324-5061	N	
11	Facebook: KUSQ-FM, KITN-FM, KWOA-AM and KZTP-FM Facebook sites	Y	1
12	Employee Referrals	N	1
13	Non-Employee Referrals / Walk-In	N	
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>2</b>

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2015 to November 30, 2016

Station(s) Comprising Station Employment Unit: KUSQ-FM, KITN-FM, KWOA-AM,  
KZTP-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
KUSQ-FM / KITN-FM / KWOA-AM / KZTP-FM

• **Participate in Events Sponsored by Educational Institutions:**

KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM and Minnesota West Community and Technical College-Worthington Campus co-hosted Spring Break Conference at the Minnesota West College Campus February 5 and February 6, 2016. A booth was set-up with Radio Works information to pass out to individuals interested in media and radio careers. The booth was manned by Chad Cummings, General Manager, Ken Moser, Sales/Promotions Manager, Char Long, Business/Human Resources Manager and Martha Powers, Traffic Manager.

KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM participated with Minnesota West Community and Technical College Getting Connected Day for Students. The event was held on August 23, 2016 at the Minnesota West College Campus. Getting Connected Day was designed to inform students of various job and company careers and opportunities. KUSQ-FM, KITN-FM, KWOA-AM KZTP-FM set-up a booth with information and materials for students interested in a radio media career. The booth was manned by Sales Manager, Ken Moser and On-Air Personality/Sports Director, Jared Rademacher.

KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM sponsored an intern position. Kennedy Cummings was an intern from March 2016 - July 2016 and was learning the different aspects of each department within the radio station.

• **General Outreach**

KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM joined in leading a new employment endeavor. As an employer group meeting, Workforce on Welfare was created to provide businesses of all kinds in the local communities a great opportunity to ask, share and learn what is happening in the area regarding employment, unemployment, workforce development, training and networking. On January 13, 2016, General Manager, Chad Cummings and Sales Manager, Ken Moser, were part of the teaching team for networking.

The KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM sales staff participated in a Customer Service Boot Camp on January 26, 2016. They reviewed the basics of customer service, learned tips and techniques for improving their own interactions with customers and integrating with their customer service on behalf of KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM. Those that attended the Customer Service Boot Camp were General Manager, Chad Cummings, Sales Manager, Ken Moser, Marketing Specialists Natalie Mulder, Neil Roberts, Kayla Cox and Sales Assistant, Carissa Aggen.

KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM General Manager, Chad Cummings and Sales Manager, Ken Moser attended Leadercast 2016 at Minnesota West Community and Technical College. Leadercast was formed to provide Management Leadership Training on a higher level. Leadercast 2016 was held on February 15, 2016.

KUSQ-FM, KITN-FM, KWOA-AM, KZTP-FM sales staff attended a Big Deals training session in Des Moines, IA, on May 2 and 3, 2016. They attended various classes on different sales methods and procedures, interactive sales techniques and ways to improve and maximize sales dollars. The conference was attended by Chad Cummings, General Manager, Ken Moser, Sales/Promotions Manager, Marketing Specialists, Natalie Mulder, Neil Roberts, Kayla Cox, Lauren Le Brun and Director of Integrated Media, Sonja Langseth.