

KJKJ, KKXL, KKXL-FM, KQHT, KSNR¹
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019²

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
Outside Account Executive	2-5, 8, 11	2
Outside Account Executive	3-5, 8-9, 11	8
Sales Support	3-5, 7-8	7
Outside Account Executive	1, 3-6, 8, 11	1
Outside Account Executive	1, 3-6, 8, 11	6
Sales Support	3-5, 8, 10-11	10
Market Senior Vice President, Programming	3-5, 8, 11	5

¹ On May 1, 2019, the assignment of KSNR(FM), Fisher, MN (Fac. ID No. 73625) (the "Station") from Citicasters Licenses, Inc. as Debtor in Possession ("Citicasters") to the Sun and Snow Station Trust LLC as Trustee, was consummated (FCC File No. BALH - 20181026AAD). Pursuant to the underlying trust agreement, certain employees of Citicasters' Grand Forks, MN station employment unit perform services in connection with the Station's operation.

² This report was modified in November 2020 to address reporting issues.

KJKJ, KKXL, KKXL-FM, KQHT, KSNR**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referral	N	1
2	Facebook post	N	2
3	Grand Forks Herald 375 2nd Ave N Grand Forks, North Dakota 58203 Phone : (701) 780-1156 Stacy Lord Manual Posting	N	0
4	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
6	Indeed.com - Not Directly Contacted by SEU	N	1
7	Internal Transfer/Promotion	N	1
8	Job Service North Dakota 1501 28th Avenue South Grand Forks, North Dakota 58201 Phone : 701-328-2825 Fax : 1-701-328-4000 Keith Reitmeir	N	1
9	Non-Employee Referral	N	1
10	Station Website (one or more SEU stations) (Navigation link to corporate careers website) Grand Forks, North Dakota Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/2/2018	Establishment of a mentoring program	Our SEU offers an ongoing mentorship program through which interested part-time employees can explore other job options and aspects of the industry within the building and qualify for full time employment. During this reporting period, we had two-part time employees take advantage of the program.	3	Market President Sales Manager Senior VP of Programming
2	1/15/2019	Establishment of an intern program designed to assist members of the community	From January 15 to May 1, our SEU hosted 3 interns from the University of North Dakota and 1 from Northland technical college. The interns worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, they participated in sales calls, participated in on-air broadcasts, learned how to produce a commercial from start to finish, learned about our traffic system, and participated in sales presentations. The interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	3	Senior VP Programming Program Director Program Director
3	4/25/2019	Co Sponsoring Job Fair	Our SEU helped in soliciting vendors, planning the layout, and providing incentives to attendees for the UND event. We owned a booth featuring information on careers in radio sales as well as broadcasting at the University of North Dakota Memorial Union.	3	Market President Sales Manager Operations Manager
4	7/9/2019	Hosting of Job Fair	Station Open House. 5 to 8 PM Community members invited to come by and tour the facilities, ask questions, apply for positions.	3	Market President Sales Manager EEO Officer
5	7/17/2019	Co Sponsoring Job Fair	Our SEU co-sponsored a job fair with Kelly Services, a local career services agency. We assisted in the planning of the job fair by recruiting other employers, promoting the event, and participated as an employer.	3	Market President Sales Mgr AE
6	8/26/2019	Co Sponsoring Job Fair	Our SEU co-sponsored a job fair with Canad Inn, a local hotel. We assisted in the planning of the job fair by recruiting other employers, promoting the event, and participated as an employer.	3	Market President Sales Mgr AE