

**KATE(AM), KCPI(FM), KAUS(AM), KAUS-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019-November 30, 2020**

**I. VACANCY LIST**

See Section II, the “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>
No positions were filled during this reporting year		

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**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
1	<b>Minnesota Workforce Center</b> 1649 West Main Albert Lea, Minnesota 56007 Phone: 507-369-1472 Fax #: 1-507-379-3413 Contact: Valarie Kvale Contact Email: <a href="mailto:vkvale@wfdi.ws">vkvale@wfdi.ws</a>	No	0
2	<b>Minnesota Broadcasters Association</b> 3033 Excelsior Boulevard, Suite 440 Minneapolis, Minnesota 55416 Phone: 612-926-8123 Fax #: 1-612-926-9761 Contact: Linda Lasere Contact Email: <a href="mailto:llasere@minnesotabroadcasters.com">llasere@minnesotabroadcasters.com</a>	No	0
3	<b>Albert Lea Tribune</b> 808 West Front Street Albert Lea, Minnesota 56007 Phone: 507-373-1411 Contact: Scott Smeltzer	No	0
4	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> ) and/or KATE’s “Conversations with Val and the MN Workforce Center”	No	0
5	<b>Riverland Community College</b> 1900 8th Avenue NW Austin, Minnesota 55912 Phone: 507396-0428 Fax #: 1-507-434-7381 Contact: Besty Bushlach Contact Email: <a href="mailto:besty.bushlach@riverland.edu">besty.bushlach@riverland.edu</a>	No	0
6	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	<b>Word-of-Mouth Referral</b>	No	0
8	<b>Walk-In/Self-Referral</b>	No	0
9	<b>STAA ( Sports Talent Agency of America )</b> PO Box1024 Del Mar, CA 92014 <a href="http://staatalent.com/">http://staatalent.com/</a>	No	0
10	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			0

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in job banks, Internet programs, and other programs designed to promote outreach generally	Every other Wednesday during this reporting period, Station KATE(AM), in conjunction with the Minnesota Workforce Development Center, broadcast a 30-minute program entitled, “Conversations with Val and the MN Workforce Center,” to provide listeners with valuable information about local employment opportunities, including job openings within the SEU, as well local programs focused on career building. SEU participants include our News and Program Directors.
<b>2</b>	Co-Sponsor Job Fair with local organizations that include women and minority members  This Job Fair was Canceled due to Covid 19	Our SEU planned to co-sponsor a career fair entitled, “Albert Lea Spring Regional Job Fair” with the MN Workforce Center and the Freeborn County Chamber of Commerce, scheduled for April 22, 2020. In preparation, SEU staff helped to solicit local employers and organize all logistical aspects of the event, while also planning to participate as a local employer. This event was promoted on all SEU stations.  Because of COVID 19 restrictions, this career fair was canceled.
<b>3</b>	Establishment of training programs for Station personnel	Starting in March 2020, once per week we provide an on-going training program entitled The Digital Café designed to improve our SEU employee’s sales and on-air skillsets. This program gives individuals the training necessary for future advancement.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding equal opportunity and preventing discrimination	In November 2020, our Market Manager and Business Managers participated in ThinkHR training programs provided by Alpha Media entitled “EEO and Lawful Hiring.”