

FCC EEO Combined Public File Report

For the Reporting Period: 12/01/2022 to 11/30/2023

Call Letter	Type of Station	Location:City/State	Facility ID
KBLB-FM	Radio	Nisswa, MN	4337
KLIZ-AM	Radio	Brainerd, MN	28653
KLIZ-FM	Radio	Brainerd, MN	28654
KUAL-FM	Radio	Brainerd, MN	60495
KVBR-AM	Radio	Brainerd, MN	60496
WJJY-FM	Radio	Brainerd, MN	5394

Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WJJY-FM.Regional Traffic Specialist(22-1644)	01/23/2023	379, 610, 665, 1450, 2189, 2196, 2213, 2226, 2296, 3000, 3111, 5000	2226
WJJY-FM.Digital Media Director(23-1052)	02/23/2023	379, 610, 665, 1450, 2189, 2196, 2213, 2226, 2296, 3000, 3111, 5000	1450
WJJY-FM.On-Air Talent(23-1082)	11/08/2023	157, 379, 577, 584, 610, 630, 665, 840, 841, 858, 869, 872, 873, 878, 888, 1294, 1443, 1450, 2187, 2189, 2196, 2204, 2213, 2226, 2259, 2270, 2287, 2289, 2292, 2295, 2296, 3000, 3033, 3034, 3063, 3111, 5000	1457

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
157	Augsburg College	2211 Riverside Ave S Minneapolis Minnesota, 55454	Handshake 6123301472	0
379	Job Fair			0
577	UW La Crosse Career Services	1725 State St LaCrosse Wisconsin, 54601	Handshake 6087858514	0

584	U of Wisconsin Eau Claire, Internships	230 Schofield Hall Eau Claire Wisconsin, 547024004	Handshake 7158364069	0
610	Minnesota Broadcasters Association	408 St. Peter Street Suite 423 St. Paul Minnesota, 55102	Tim Hyde 6129268123	0
630	Minnesota State University Mankato	Career Development Center, WA 209, 730 Maywood Ave Mankato Minnesota, 56001	Handshake 5073896061	0
665	Northland Community & Technical College	1101 Hwy 1 E Thief River Falls Minnesota, 56701	Career Center 2186838560	0
840	Concordia College Career Center	901 8th St S Moorhead Minnesota, 56562	Handshake 2182993020	0
841	St Olaf College	1520 St Olaf Ave, Tomson 270 Northfield Minnesota, 55057	Handshake 5077863268	0
858	Metropolitan State University Twin Cities	700 E 7th St St Paul Minnesota, 55106	Handshake 6517931529	0
869	St Cloud State University Career Center	720 4th Ave S, Centennial Hall #215 St Cloud Minnesota, 563014498	Handshake 3203082153	0
872	College of St Benedict/St John's	37 College Ave S, Career Services St Joseph Minnesota, 56374	Handshake 3203635707	0
873	College of St Catherine	2004 Randolph Ave Room 460 Mailbox #F-26 St Paul Minnesota, 55105	Handshake 6516908890	0
878	Southwest Minnesota State University Career Svcs	1501 State St BA 156 Marshall Minnesota, 56258	Handshake 5075376221	1
888	U of MN Morris Career Center	201 Behmler Hall, 600 E 4th St Morris Minnesota, 56267	Handshake 3205896065	0
1294	University of Minnesota	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Handshake 6126247387	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	7

1450	Indeed.com	Austin Texas,		7
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		1
2187	Minnesota State University Moorhead	1107 7th Ave S Moorhead Minnesota, 56563	Handshake 2184772131	0
2189	Alexandria Technical College	1601 Jefferson St Alexandria Minnesota, 56308	Karen Meuwissen 3207624443	0
2196	Lakes Area Professional Women Association	Box 214 Alexandria Minnesota, 56308	Joyce Moe 3208343973	0
2204	UW River Falls Dept of Journalism	310 North Hall, 410 S. Third Street River Falls Wisconsin, 54022	Andris Straumanis 7154254645	0
2213	Radio1 Broadcast School	1040 W Center St Adams Wisconsin, 53910	Joe Deschler 2186311803	0
2226	Employee Referral			1
2259	Central Lakes College Brainerd	501 W College Dr Brainerd Minnesota, 56401	Deb Norlin 2188558156	0
2270	Radio Online	3500 Tripp Ave Amarillo Texas, 79121-163	Ron Chase	0
2287	Gustavus Adolphus College	800 W College Ave St Peter Minnesota, 56082	Handshake 5079337524	0
2289	University of Wisconsin Green Bay	2420 Nicolet Dr Green Bay Wisconsin, 54311	Handshake 9504652163	0
2292	University of Wisconsin Oshkosh	800 Algama Blvd Oshkosh Wisconsin, 54901	Handshake 9204242181	0
2295	University of Wisconsin Milwaukee	University of Wisconsin Milwaukee Wisconsin, 53211	Handshake 4142294486	0
2296	South Dakota State University Journalism Dept	PO Box 2235 Brookings South Dakota, 57007	Jim Paulson 6056886512	0

3000	HBI Career Site			0
3033	University of Northwestern-St. Paul	3003 Snelling Ave N St. Paul Minnesota, 55113	Handshake 6516315279	0
3034	The College of St. Scholastica	1204 Kenwood Avenue Duluth Minnesota, 55811	Handshake	0
3063	Bemidji State University/Northwest Technical College	1500 Birchmont Dr NE #18 Bemidji Minnesota, 56601	Handshake 218-755-2405	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			1

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Brainerd Lakes Community Job Fair	Jama Davidson	04/05/2023- 04/05/2023	The Regional Controller participated in planning and also attended the Brainerd Lakes Community Job Fair. This was an opportunity to talk with students and community members about radio and openings in Brainerd.
Hubbard NXT Leadership Training	Dan Seeman	10/01/2022- 06/30/2023	In 2022, Hubbard Radio launched the NXT Leadership Program. This leadership program identifies and develops leaders in the company, inviting them to learn and grow in a uniquely curated leadership training program and participate in an Innovation Summit in Minneapolis-St. Paul. Employees are first nominated by management to apply for the program. Following the formal applicant process, Hubbard Radio Market Managers select 1 participant per market. An Account Executive from the Market was selected for the 2 year period.
Job Shadow - KLIZ-FM Morning Show	Daniel Wileman	03/28/2023- 03/28/2023	A student from Pillager School District spent time as a job shadow with the KLIZ-FM Morning Show Team. The student observed the show and asked questions of employees.

Leadership Training	Julie Pomeroy, Paula Chapulis	01/01/2023-09/30/2023	An Account Executive participated in the Brainerd Chamber's Blue Ox Academy for emerging leaders and high potential employees to develop essential skills and insights into their leadership character. Another Account Executive participated in Hubbard sponsored leadership courses from Franklin Covey. The training was provided to grow and develop management/leadership skills.
St Cloud State Career Day	Niki Ebensteiner	09/20/2023-09/20/2023	The Regional Controller for the business unit participated in the SCSU Career Day and spoke to students about careers in radio.
Station Tour - Blue Ox Academy	Paula Chapulis	05/04/2023-05/04/2023	The Market Manager and Regional Controller lead a presentation about radio and facilitated station tours for the Blue Ox Academy Leadership groups.