

**K277BS, KCLD, KCML, KNSI-AM, KZPK****EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****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>
HR Generalist	1-5, 10-13, 15-16, 19, 24, 26-28, 30, 34-35, 37, 40-45, 49, 54-62, 64, 66	28
Air Talent Morning Show	1-3, 6, 8, 10-13, 15-16, 19-27, 30-31, 34-41, 43, 45-47, 49, 52-56, 58-61, 63-64, 66	23
Traffic Assistant - Full Time	1-3, 5-7, 10-19, 22, 24-27, 29-41, 43-50, 52-56, 58-64, 66	29
Program Director-KZPK	1-5, 10-13, 15-16, 19, 23-24, 26-27, 30, 34-35, 37, 40-41, 43, 45, 49, 54-56, 58-59, 61, 64-66	23
Sales Coordinator	1-6, 10-13, 15-16, 19, 22, 24-27, 29-31, 34-41, 43, 45-47, 49, 51-56, 58-59, 63-66	65
Traffic Assistant - Full Time	1-5, 10-13, 15-17, 19, 23-24, 26-27, 29-30, 34-35, 37, 40-41, 43, 45, 49, 54-56, 58-59, 61, 64-66	23
Nights On-Air Personality	2-5, 9-13, 15-16, 19-20, 24, 26-27, 30, 34-35, 37, 40-41, 45, 49, 54-56, 58-59, 61, 64, 66	20

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<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>
1	Ability Building Center PO Box 6938 1911 14th Street NW Rochester, Minnesota 55903 Phone : 507-281-6262 Url : www.abcinc.org Fax : 1-507-281-6270 Steven Hill	N	0
2	AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone : 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger	N	0
3	Adult Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden	N	0
4	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathc@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0
5	American Indian OIC, Inc 1845 East Franklin Ave Minneapolis, Minnesota 55404 Phone : 612-341-3358 Url ; www.aioic.org Email : donc@aioic.org Fax : 1-612-341-3766 Don Clark	N	0

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6	Broadcast Employment Services PO BOX 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : amfnjobs.com Email : jobs@amfnjobs.com Mark Holloway	N	0
7	Brown Institute 1440 Northland Drive Mendota Heights Mendota Heights, Minnesota 55120 Phone : 651-905-3440 Email : tmiller@browncollege.edu Fax : 651-905-3550 Terry Miller	N	0
8	Career Planning and Placement 37 College Ave College of St. Benedict St. Joseph, Minnesota 56374 Phone : 320-363-5707 Email : careerstwrk@csbsju.edu Amanda Thompson	N	0
9	Career Solutions 1295 Bandana Blvd. N. Suite 110 St Paul, Minnesota 55108 Phone : 651-647-9961 Url : www.careersolutionsinc.org Email : info@careersolutionsinc.org Fax : 1-651-647-0000 ??	N	0
10	Carver County Workforce Center 602 East Fourth Street Chaska, Minnesota 55318 Phone : 952-361-1711 Email : mrudloff@co.carver.mn.us Fax : 1-952-361-1636 Mary Rudloff	N	0
11	Cedar Valley Services 2111 4th Street NW Austin, Minnesota 55912 Phone : 507-433-2303 Url : www.cedarvalleyservices.org Fax : 1-507-433-8880 Jim Mueller	N	0

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12	Central MN Jobs & Training Services 106 Pine Street Monticello, Minnesota 55362 Phone : 763-271-3715 Url : www.mnworkforcecenter.org Email : bchaffee@ngwmail.mn.state.us Fax : 1-763-271-3701 Barb Chaffee	N	0
13	Employment Enterprises, Inc PO Box 303 307 NW 9th Ave Little Falls, Minnesota 56345 Phone : 320-632-9251 Url : None Email : eei@upstel.net Fax : 1-320-632-9252 Bryon Quinn	N	0
14	Equality - Pathways to Potential 5535 Lake Sarah Heights Drive Loretto, Minnesota 55357 Phone : 763-479-3014 Url : Coming Soon Email : greghani@juno.com Fax : 1-763-479-3014 Greg Hani	N	0
15	Fond Du Lac Indian Reservation Human Resources 1720 Big Lake Rd Cloquet, Minnesota 55720 Phone : 218-878-2653 Url : www.fdlrez.com Email : leemain@fdlrez.com Fax : 1-218-878-2683 Lee Main	N	0
16	Goodwill Industries Vocational Enterprises 700 Garfield Ave Duluth, Minnesota 55802 Phone : 218-722-6351 Url : None Fax : 1-218-722-8108 Douglas Werber	N	0
17	Indeed.com	N	5

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18	Inroads/Minneapolis-St. Paul, Inc. 2550 University Ave W Suite 435 St Paul, Minnesota 55114 Phone : 651-644-4406 Url : www.inroads.org Email : mcollins@inroads.org Fax : 1-651-649-3032 Melvin Collins	N	0
19	Intercultural Mutual Assistance Association 300 11th Avenue NW Rochester, Minnesota 55901 Phone : 507-289-5960 Url : www.imaa.net Email : imaa@imaa.net Fax : 1-507-289-6199 Ron Buzard	N	0
20	Internal Candidate	N	4
21	Internal Posting	N	1
22	International Association of Administrative Professionals 410 Sauk Drive St. Cloud, Minnesota 56301 Phone : 320-251- Email : mgiesen@trussbilt.com Mary Giesen	N	0
23	Internet Ad	N	7
24	Jean Thorne Inc 901 Marquette Ave Suite 100 Minneapolis, Minnesota 55402 Phone : 612-904-2911 Url : www.jeanethorne.com Email : mfk@jeanethorne.com Fax : 1-612-904-2901 Mary Kalk	N	0
25	Leighton Broadcasting 619 W. St. Germain St. Cloud, Minnesota 56301 Phone : 320-203-4852 Email : kcarton@leightonbroadcasting.com Fax : 1-320-251-8952 Kathy Leighton Carton	N	0

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26	Life-Work Planning Center 201 North Broad Street, Suite 100 Union Square Business Center Mankato, Minnesota 56001 Phone : 507-345-1577 Url : www.lwpc.org Fax : 1-507-345-1469 Susan McNamara	N	0
27	Lifetrack Resources 709 University Ave W St Paul, Minnesota 55104 Phone : 651-227-8471 Url : www.lifetrackresources.org Email : leona@lifetrackresources.org Fax : 1-651-227-0621 Leon Axtman	N	0
28	Linked In	N	1
29	LinkedIn / Word of Mouth	N	3
30	Mankato Rehabilitation Center, Inc. (MRCI) 15 Map Dr. PO Box 328 Mankato, Minnesota 56002 Phone : 507-386-5600 Url : www.mnwfc.org/rehab/crp/mrciinc.htm Email : mrci@mnrc.net Fax : 1-507-345-5991 William Bickett	N	0
31	MBA 3033 Excelsior Blvd Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Fax : 1-612-926-9761 Linda Lasere	N	0
32	MDI Commercial Services 1700 Wynne Avenue St Paul, Minnesota 55108 Phone : 651-646-2711 Url : www.mdi.org Email : employment@mdi.org Fax : 1-651-646-4215 Janice Blake	N	0

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33	Merrick Companies, Inc. 3210 Labore Road Vadnais Heights, Minnesota 55110 Phone : 651-770-6200 Url : www.merrickinc.org Email : info@merrickinc.org Fax : 1-651-771-6210 Jane Peltier	N	0
34	Minneapolis Urban League 2100 Plymoth Ave Minnesota Phone : 612-302-3157 Email : rpargo@mul.org Fax : 612-521-8513 Roosevelt Pargo	N	0
35	Minnesota Broadcasters 3033 Excelsior Blvd. Minneapolis Minneapolis, Minnesota 55416 Phone : (612) 926-8123 Fax : (612) 926-9761 Jim Dubois	N	0
36	Minnesota School of Business 1201 2nd St S Waite Park, Minnesota 56387 Phone : 320-257-2023 Email : stemplin@msbcollege.edu Shannon Templin	N	0
37	MN Teamsters Service Bureau - Dislocated Workers Program 2829 University Ave. SE Suite 720 Minneapolis, Minnesota 55414 Phone : 612-676-3759 Url : www.mntsb.org Email : Chrisc@mntsb.org Fax : 1-612-676-3748 Christine Chelstrom	N	0
38	MN Workforce Center- St. Cloud 3333 West Division St. Midtown Square Mall, Suite 212 St. Cloud, Minnesota 56303 Phone : 320-202-6435 Email : michael.eisenstadt@state.mn.us Fax : 1-320-654-5173 Mike Eisenstadt	N	0

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39	Multicultural Student Services 106 Atwood Memorial Center SCSU, 720 4th Ave. S St. Cloud, Minnesota 56301 Phone : 320-308-3003 Email : jcartwright@stcloudstate.edu Julie Cartwright	N	0
40	National Federation of the Blind MN 100 East 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-9363 Url : www.blindinc.org Email : info@blindinc.org Fax : 1-612-872-9358 Shawn Mayo	N	0
41	Occupational Development Center, Inc. Highway 32 South Box 730 Thief River Falls, Minnesota 56701 Phone : 218-681-4949 Email : plavalier@odcmn.com Fax : 1-218-681-7635 Peter Lavalier	N	0
42	Opportunity Services Inc. 1681 West Third Street Red Wing, Minnesota 55066 Phone : 651-578-1329 Url : www.oppserv.org Email : steves@oppserv.org Fax : 1-651-578-2873 Steve Spandl	N	0
43	Pine Habilitation and Supported Employment (PHASE) 106 Main, PO Box 126 Sandstone, Minnesota 55072 Phone : 320-245-2246 Url : none Email : phase@ecenet.com Fax : 1-320-245-0431 Jeannette Kester	N	0



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44	Project SOAR of Northeastern MN, Inc. 205 W. 2nd Suite 101 Duluth, Minnesota 55802 Phone : 218-722-3126 Url : None Email : bhornung@projectsoar.org Fax : 1-218-722-4617 Becki Hornung	N	0
45	Ramsey Action Programs Inc 450 Syndicate Street N Suite 300 St Paul, Minnesota 55104 Phone : 651-645-6445 Url : None Email : jscheibel@ramseyactionprograms.org Fax : 1-651-645-2253 Jim Scheibel	N	0
46	Rasmussen College 226 Park Ave S St. Cloud, Minnesota 56301 Phone : 320-251-5600 Email : cynthiae@rasmussen.edu Cynthia E.	N	0
47	SCSU- Career Services Room 101, Administrative Services St. Cloud State University St. Cloud, Minnesota 56301 Phone : 320-308-3756 Email : jobs4students@stcloudstate.edu Natasha Ashfeld	N	0
48	SE MN Workforce Development Inc. 1016 Civic Center Drive 2nd floor Rochester, Minnesota 55901 Phone : 507-292-5180 Url : None Email : dsunderland@wfdi.ws Fax : 1-507-292-4737 Dari Sunderland	N	0

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49	Southwest MN Workforce Center 129 W. Nicols Montevideo, Minnesota 56265 Phone : 320-269-5561 Url : www.mnwfc.org Fax : 1-320-269-5696 Juanita Lauritsen	N	0
50	St Cloud University 720 4th Ave S-SH 14 St Cloud St Cloud, Minnesota 56301 Phone : 320-308-4967 Email : spj@stcloudstate.edu Fax : 320-308-5167 Drew Sandholm	N	0
51	St. Cloud NAACP PO BOX 7042 St. Cloud, Minnesota 56302 Phone : 320-654-6222 Email : markochu9@aol.com Mark Ochu	N	0
52	St. John's University Career Services Mary Hall #10 Collegeville, Minnesota 56321 Phone : 320-363-3236 Email : jclarkson@csbsju.edu Heidi Harlander	N	0
53	Student Employment Services 720 Fourth Ave. South St. Cloud, Minnesota 56301-4498 Phone : 320-308-3767 Email : scsustudentjobs@stcloudstate.edu Not Available	N	0
54	Summit Academy OIC 935 Olson Memorial Hwy Minneapolis, Minnesota 55455 Phone : 612-377-0150 Url : www.saoic.org Fax : 1-612-377-0156 Louis King	N	0

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55	Univ. of Dubuque Minnesota Phone : 563-589-3132 Email : dclarke@dbq.edu Fax : 563-589-3419 Deb Clarke	N	0
56	Univ. of MN - Duluth Minnesota Phone : 218-726-7985 Email : carserv@d.umn.edu Fax : 218-726-6394 Career Services	N	0
57	University of Minnesota 600 East 4th street Morris, Minnesota Phone : 320-589-6065 Email : ummcc@morris.umn.edu Irene Maloney	N	0
58	University of Minnesota Minneapolis Minneapolis, Minnesota Phone : 612-624-4361 Email : kpederson@class.cla.umn.edu Fax : 1-612-625-4832 Katherine Pederson	N	0
59	Upper Midwest American Indian Center 1035 W. Broadway Ave Minneapolis, Minnesota 55411 Phone : 612-522-4436 Url : Coming Soon Email : joyceyellowhammer@yahoo.com Fax : 1-612-522-8855 Gertrude Buckanaga	N	0
60	Vision Loss Resources 1936 Lyndale Avenue S Minneapolis, Minnesota 55403 Phone : 612-871-2222 Url : www.visionlossresources.com Steven Fischer	N	0

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61	Winona ORC Industries, Inc. 1053 E. Mark Street Winona, Minnesota 55987 Phone : 507-452-1855 Url : www.worcind.org Fax : 1-507-452-1857 Bill Harris	N	0
62	Winona State University PO Box 5838 Winona Winona, Minnesota 55987 Phone : 507-457-5340 Email : career@winona.edu Fax : 507-457-5516 Vicki Decker	N	0
63	Woman House PO BOX 367 St. Cloud, Minnesota 56301 Phone : 320-253-6900 Fax : 1-320-253-5563 Elaine -	N	0
64	Women in Transition 6715 Minnetonka Blvd. Suite 212 St Louis Park, Minnesota 55426 Phone : 612-752-8444 Url : www.eac-mn.org Email : Lszczesny@resource-mn.org Fax : 1-612-752-8401 Lonna Szczesny	N	0
65	Word of Mouth Referral	N	5
66	Workabilities, Inc. 7400 Laurel Ave. Golden Valley, Minnesota 55426 Phone : 763-541-1844 Url : www.workabilities.org Email : BILLYONS@JUNO.COM Fax : 1-763-541-0415 Bill Lyons	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>26</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	3/23/2016	Participation in events or programs sponsored by educational institutions	Saint Cloud State Internship Fair 2016	4	HR Promotions Director On-Air Sales	0.25
2	9/26/2016	Establishment of an intern program designed to assist members of the community	Sales Internship	1	Sales Manager	1.00
3	11/1/2016	Provision of training to management	Human Resources Generalist Participation in Employment Law Training Group	1	HR	1.00
4	11/1/2016	Establishment of an intern program designed to assist members of the community	On-Air Internship Program	2	OM On-air	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>3.25</b>