

KQRS-FM, KXXR(FM), WGVX(FM), WLUP(FM), WWWM-FM
EEO PUBLIC FILE REPORT
December 1, 2020 – November 30, 2021

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
Account Executive	1, 6-7, 10,12, 16-20, 23-25, 27, 34-40	39
KXXR Morning Show Producer	1, 6-7, 10,12, 16-20, 23-25, 27, 34, 36,39-41	39
KQRS Mid-Day Host	1, 6-7, 10, 12, 16-20, 23-25, 27, 34-35, 37-40	39
Promotions Coordinator	1, 4, 6-7, 10, 12, 16-20, 23-25, 27, 34-35, 37-40	39
Receptionist	1, 6, 10, 16-19, 23-24, 27, 34-35, 37-40	35

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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	Word-of-Mouth Referral	N	4
2	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
3	Job Fair(s) (<i>see Section III</i>)	N	0
4	Clues 2700 Lake Street East Minneapolis, MN 55406 Attn: Karla Bachman 612-746-3500; Fax: 651-292-0347	N	0
5	Minnesota Department of Employment www.minnesotaworks.net	N	0
6	HIRED 1200 Plymouth Avenue N Minneapolis, MN 55411 Attn: Lori Anderson 952-303-8313 Lori.Anderson@hired.org	Y	0
7	Stubbe & Associates 17808 Excelsior Boulevard Minnetonka, MN 55435 Attn: Kari Brustad 952-470-4920 voc@stubbe.com	N	0
8	Multicultural Center Academic Excellence 176 Klaeber Court Minneapolis, MN 55455 Attn: Juavah Lee 612-624-9028 leex048@umn.edu	N	0
9	Multicultural Center (Duluth) KSC 236 Duluth, MN 55812 Attn: Susana Pelayo 218-726-8444; Fax: 218-726-6244	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	American Indian OIC 1845 E. Franklin Avenue Minneapolis, MN 55404 Attn: Latisha Connor 612-341-3358; Fax: 612-341-3766 latishac@aioic.org	Y	0
11	Alliance for Women in Media PO Box 50369 Minneapolis MN 55416 Attn: Catherine Flaherty 763-550-1102 info@awm-mn.org	N	0
12	CAPI USA 3702 E. Lake Street Minneapolis, MN 55406 Attn: Sean Watkins 612-721-0122; Fax: 612-724-6085	N	0
13	Summit Academy OIC 935 Olson Memorial Highway Minneapolis, MN 55405 612-278-6579; Fax: 612-377-0156	N	0
14	Craigslist minneapolis.craigslist.org	N	0
15	Courage Kenny Rehab-MR#78404 3915 Golden Valley Road Minneapolis, MN 55422 Attn: Nancy Robinow 763-775-2570; Fax:612-262-6724	N	0
16	Hmong American Partnership 1075 Arcade Street St. Paul, MN 55106 Attn: Eric Bestrom 651-495-9160; Fax: 651-495-1699 kristinel@hmong.org	Y	0
17	IPR- Institute Production Recording-Art Institute 300 N. 1 st St Minneapolis MN 55401 Attn: Sandra Robinson 612-244-2815 Fax: 612-244-2801 srobinson@ipr.edu kjackson@ipr.edu dwelter@ipr.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Jewish Family Placement Specialist 13100 Wayzata Boulevard Minnetonka, MN 55305 Attn: Brooke Greenwell 952-417-2123; Fax: 952-417-0227 careerservicesl@jfcsmpls.org jfcs@jfcsmpls.org	Y	0
19	Minnesota Broadcasters Association 3033 Excelsior Boulevard Minneapolis, MN 55416 Attn: Tim Hyde 612-926-8123; Fax: 612-926-9761 Tim.Hyde@minnesotabroadcasters.com	N	0
20	Minneapolis Urban League 2100 Plymouth Ave N Minneapolis, MN 55411 Attn: Stephen Robinson 612-302-3100; Fax: 612-521-1444	N	0
21	ITT Technical Institute 1-317-706-9200 Fax: 1-317-706-3040 lsabulsky@itt-tech.edu	N	0
22	Minneapolis Media Institute 4100 W. 76 th Street Edina, MN 55435 Attn: Drew Ailes 612-808-0171 kschmitigal@mediainstitute.edu	N	0
23	Minneapolis American Indian Center 1530 E. Franklin Avenue Minneapolis, MN 55404 Attn: Morgan Thompson 612-879-1710; Fax: 612-879-1795 mthompson@maicnet.org	Y	0
24	Phyllis Wheatley Community Center 1301 10 th Ave N Minneapolis, MN 55411 Attn: Brad Bourn 612-374-4342; Fax: 612-377-9089 bradb@phylliswheatley.org	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Rise, Inc. 2003 Central Avenue NE Minneapolis, MN 55418 Attn: Robert Reedy 612-781-3114; Fax: 612-781-1288 rreedy@rise.org	N	0
26	Council on Black Minnesotans 332 Minnesota ST St. Paul, MN 55114 Attn: Edward McDonald 651-643-30155; Fax: 651-757-1751 Edward.McDonald@state.mn.us	N	0
27	Lifeworks Services 2965 Lone Oak Drive Eagan, MN 55121 Attn: Marie Rutz 651-454-2732 Fax: 651-454-3174 mrutz@lifeworks.org	Y	0
28	Goodwill Easter Seals skoritz@goodwilleasterseals.org	N	0
29	Asian American Renaissance ebatic@msn.com	N	0
30	Station Website Postings (<i>one or more SEU stations</i>)	N	0
31	LinkedIn www.linkedin.com	N	0
32	University of St. Thomas Website www.stthomas.edu	N	0
33	Art Institute Intl of MN jeolson@aia.edu	N	0
34	Colleges/Universities of MN mnscu.edu	N	0
35	Cumulus Careers Website www.cumulusmedia.jobs.net	N	12
36	All Access www.allaccess.com	N	1
37	Cumulus Business Managers BM@cumulus.com	N	0
38	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	N	3
39	Employee Referral	N	13

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Tasks Unlimited Kim Coleman, kcoleman@tasksunlimited.org	Y	0
41	KXXR Program Director's Twitter Account	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2021, our SEU's Market Manager took part in an presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (2)	Our SEU's Digital Sales Manager is a member of St. Thomas Connect Virtual Networking Platform. As a past member of the Alumni Board he was asked to join to interact with other Alumni and provide guidance with respect to career focus and job opportunities. Many that attend are seeking job opportunities, but, all are interested in connecting. These virtual networking events occurred on April 29, 2021, and September 14, 2021. This is an on-going Program.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Internship Program/Promotions Department	Our SEU hosts an ongoing internship program designed to provide participants with “hands-on” experience and teach them “the world of radio” to facilitate a successful career in broadcasting. The SEU recruits interns from a wide variety of educational institutions which include: the University of Minnesota; the University of Wisconsin; the University of St. Thomas; Sanford-Brown College; IPR/Institute of Production Recording; Hamline University; St. Cloud State University; and, The Minnesota School of Business. Additionally, internship opportunities are posted on station websites, which are updated regularly. The internships run twelve months and interns are expected to devote 5-to-15 hours per week to the SEU. Individual stations Promotion Directors supervise the interns during this reporting period. The SEU has no interns to report for 2021, due to COVID.
5	Internship Program/Programming Department	Our SEU hosts an ongoing internship program designed to provide participants with “hands-on” experience and teach them “the world of radio” to facilitate a successful career in broadcasting. The SEU recruits interns from a wide variety of educational institutions which include: the University of Minnesota; the University of Wisconsin; the University of St. Thomas; Sanford-Brown College; IPR/Institute of Production Recording; Hamline University; St. Cloud State University; Minnesota State Mankato; Century College and, The Minnesota School of Business. Additionally, internship opportunities are posted on station websites, which are updated regularly. The internships run twelve months and interns are expected to devote 5-to-15 hours per week to the SEU. Individual stations Programming Directors supervise the interns during this reporting period. The SEU has no interns to report for 2021, due to COVID.