

KAGE-AM, KGSL-FM, KRIV-FM, KWNO-AM, KWNO-FM**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****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 Manager	1-2, 5-11	9
Sales Manager	1-4, 6-8, 10-11	3
News Director	1-2, 4, 6-8, 10-11	4

KAGE-AM, KGSL-FM, KRIV-FM, KWNO-AM, KWNO-FM**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****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	All Access 24955 Pacific Coast Highway C303 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com/ Joyce Veis Manual Posting	N	0
2	Brown College 1440 Northland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3499 Karol Baumeister Manual Posting	N	0
3	Former Employee	N	1
4	Indeed.com	N	2
5	Internet Ad	N	2
6	Leighton Broadcasting 752 Bluffview Circle Winona, Minnesota 55987 Phone : 507-452-4000 Jean Ristow Manual Posting	N	0
7	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 440 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Linda Lasere Manual Posting	N	0
8	Minnesota Workforce Center 1250 Homer Road Suite 200 Winona, Minnesota 55987 Phone : 651-385-6481 Vicki Koehn Manual Posting	N	0
9	Radio Recruitment Ad	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
10	Winona Chamber of Commerce 902 East 2nd Street, Suite 120 Winona, Minnesota 55987 Phone : 507-452-2272 Url : http://www.winonachamber.com Email : info@winonachamber.com David Bittner	N	0
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:			6

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/25/2023	Establishment of training programs for station personnel	Annual training for sales and programming staff. Primary focus of training to ensure our staff is well educated in all aspects of broadcasting, and continuing education with broadcasting careers.	8	General Manager
2	11/10/2023	Participation in other activities designed by the station employment unit	Hosted a 60th anniversary open house, to celebrate the companies 60th anniversary, as well as invite the community to explore broadcasting opportunities.	5	General Manager office manager