

Annual EEO Public File Report

Subarctic Media  
 Covering the Period from December 1, 2022 to November 30, 2023

Stations Comprising Station Employment Unit:  
**KMHL-AM/KKCK-FM/KNSG-FM/KARL-FM/KARZ-FM**

**Vacancy Information**

Full-time Positions Filled by Job Title	Start Date	Total # Interviewed	Recruitment Sources Utilized	Recruitment Source of Hire
Account Executive	3/1/2023	9	1, 2, 3, 6	6

**Recruitment Sources:**

**Radio Announcements**

	<u>Contact Person/Type</u>	<u>Address</u>	<u>Telephone or email</u>	<u>#Interviews from Source</u>
1. Marshall Radio Stations	Matt Ketelsen	1414E. College Dr., Marshall, MN 56258	507-532-2282	2

**Internet Site:**

2. Indeed	Job Board	www.indeed.com	website only	4
3. Facebook	Social Media	www.facebook.com	website only	1
4. Marshall Radio	Website	www.marshallradio.net	website only	
5. Marshall Chamber	Website/Job Board	www.marshallmn.org	website only	

**Employee Referral**

6. Marshall Radio	Matt Ketelsen	1414E. College Dr., Marshall, MN 56258	507-532-2282	2
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**Supplemental Outreach Initiatives:**

Marshall Radio Intern	September 15, 2023 - November 3, 2023	Aaron Ziemer: aaronz@marshallradio.net	Marshall Radio Hosted an intern to learn about all aspects of a radio station
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Marshall Radio Intern	May 15, 2023 - August 15, 2023	Aaron Ziemer: aaronz@marshallradio.net	Marshall Radio Hosted an intern to learn about all aspects of a radio station
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Marshall CEO Class	October 26, 2023	Shanda Walker	Aaron Ziemer spoke to the Marshall CEO class about business practices and careers in the broadcast field
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Marshall High School Media Class	October 31, 2023	Brad Gruhot: brad.gruhot@marshallmn.org	Aaron Ziemer spoke to the Media and You class at Marshall High School about careers in Broadcasting
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